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The Public Employee

NATIONAL DAY ISSUE 2021



TOGETHER OUR
SINGAPORE SPIRIT
★ NDP 2021 ★



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NATIONAL DAY MESSAGE 2021

My fellow Singaporeans,

I am standing here at the Symphony Lake in the Botanic Gardens. This is a favourite spot for many of us. It is not quite as busy now because of the Heightened Alert, but it is still very popular.

COVID-19

Our battle against COVID-19 has seen many ups and downs. COVID-19 is formidable. Globally, it has taken millions of lives, sickened hundreds of millions of people, and disrupted countless jobs and businesses. In Singapore, each time we think we are getting it under control, it has surprised us.

Recently, we discovered a major cluster of cases at Jurong Fishery Port. The virus spread from there to wet markets all over Singapore. This put our unvaccinated elderly at risk. We had to tighten up again, to slow down transmission, protect our seniors, and buy time to vaccinate more people.

Many Singaporeans were disappointed at this turn of events. It felt like a setback after all the progress we had made. But our goal was always to protect both lives and livelihoods. We have tried to strike this difficult balance through a combination of public health measures, social discipline, and financial support for families, workers and businesses. We also depended on the heroic efforts of our healthcare workers and those supporting them. There are certainly areas where we could have done better. But ultimately, we have kept everyone in Singapore, including migrant workers, safe. Thankfully, very few lives have been lost to COVID-19.

Today, we are vaccinating 1% of our population daily. More than two thirds of our residents are fully vaccinated. Among our elderly, more than 85% have received at least one dose. A higher proportion of our population is now better protected. We are in a more resilient position. We can now look forward to a careful, step-by-step re-opening of our economy. This is how we can move into the new normal.

Meanwhile, the fight against COVID-19 has taken a toll on all of us. Now, more than ever, we need to watch out for one another, for signs of fatigue, distress or anguish among our friends and family. We should have the courage to ask for help ourselves if we need it. Singaporeans have worked together, looked out for others, and relied on one another throughout this crisis. Our social cohesion has held. But we cannot take this for granted. COVID-19 has strained fault lines in our society, and brought up difficult issues that we need to deal with.

Let me touch on three of these issues:

Lower Wage Workers

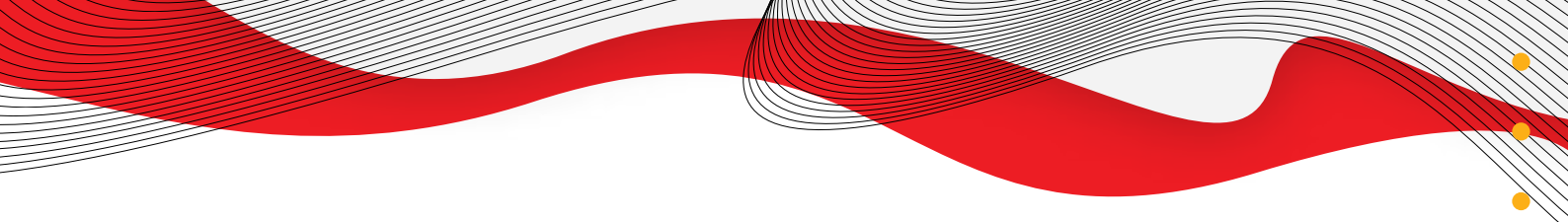
First, we must support our lower wage workers. They have felt the impact of COVID-19 most acutely. Like all Singaporeans, lower wage workers and their families have good and affordable healthcare, housing, and education. They have found it harder to cope with reduced incomes and unexpected job losses, as they have less savings and buffer. We have therefore given them more help in this crisis.

In the longer term, we will see an increasingly skills-based economy. Our lower wage workers will need more sustained support. A tripartite workgroup has been developing proposals to improve their lives and prospects. These will build on Workfare and the Progressive Wage Model to boost their incomes and create new opportunities for upskilling and job progression.

Mr Lee Hsien Loong
Prime Minister

*Image courtesy of
Ministry of Communications
and Information.*





Real progress for lower wage workers is an essential part of inclusive growth. In Singapore, no matter where you start in life, we want to make sure you and your children will have every chance to improve yourselves and move ahead.

Foreigners

Second, we must address Singaporeans' anxieties over foreign work pass holders. Work pass holders help expand our economy and create more opportunities for us. When we complement our own workforce with skills from around the world, more companies will invest here, and this then creates more jobs for Singaporeans. This is a virtuous cycle. Singaporeans understand this: that we need to welcome the talent and expertise that our economy needs.

However, when the number of work pass holders is large, our people naturally become worried about competition for jobs. The uncertainties of COVID-19 have worsened these anxieties. Work pass holders reinforce the team, but may also compete directly with their local colleagues. Sometimes the locals feel unfairly treated, for instance when they miss out on being hired or promoted. Outside work, from time to time there are also social frictions, because some work pass holders and their families have not fully adapted to our social norms, nor fully integrated into our society.

I understand these anxieties and problems. The government is addressing them. We have to adjust our policies to manage the quality, numbers and concentrations of foreigners in Singapore. If we do this well, we can continue to welcome foreign workers and new immigrants, as we must. Turning inwards is against our fundamental interests. It would damage Singapore's standing as a global and regional hub. It would cost us jobs and opportunities. Most importantly, it goes against our values of openness, and of being accepting of others who are different from us. We uphold these values, because they have anchored us, and helped us progress over the years as a nation.

Race & Religion

Third, we must manage issues of race and religion carefully. We pride ourselves on being a uniquely harmonious, multiracial society. But maintaining social harmony takes unrelenting work. Our social norms evolve with each successive generation, shaped by different life experiences and aspirations. These norms are also influenced by external trends, because we are so open and connected to the rest of the world. Therefore, with every new generation, our racial harmony needs to be refreshed, reaffirmed, and reinforced.

Recently, several racist incidents have gained wide publicity, amplified by social media. Such incidents are worrying, but they are not the norm. Many more happy inter-racial interactions happen every day, but these seldom go viral. The negative incidents do not mean that our approach is failing. However, they illustrate how issues of race and religion will always be highly emotive, and can easily divide us. Therefore, such issues will always need close attention.

It is helpful to air and acknowledge these sensitive issues. We need to do this candidly and respectfully. It took several generations of sustained effort to bring our races and religions together, and grow the common space that we now share. This harmony did not result from every group stridently insisting on its identity and rights; it was the fruit of mutual understanding and compromise by all parties – the majority as well as the minorities.

We must not lightly give up this hard-won and delicate balance. As our society evolves, we have to continually adjust this balance to maintain our social harmony. It is the government's duty to manage these issues on behalf of all Singaporeans, regardless of race, language or religion. To do this, we will need your cooperation, support and trust.

Conclusion

All these stresses and strains that we have been facing are not unique to Singapore. Many other countries are struggling with far deeper divisions. Nor are the issues completely new to us. When Singapore became self-governing in 1959, different racial groups lived separately, attended different schools in different languages, and worked in different types of jobs and businesses. To help everyone appreciate one another's cultures and practices, the newly-elected PAP government organised a series of multi-cultural concerts. They were called the Aneka Ragam Rakyat, or People's Variety Concerts. I remember my parents bringing me to watch the first Aneka Ragam Rakyat, which was held here at the Botanic Gardens. These concerts were an early start to our journey to becoming one people, one nation.

Our nation building has come a long way since, but our journey continues. From time to time, new crises will again test our resolve and unity. But COVID-19 has shown that we can face them with grit and determination, and stay one united people. As this year's NDP theme song goes, "We did it before, and we'll do it again!" I am confident that Singapore can keep on building a more harmonious society, a more prosperous economy, and a more successful nation for generations to come.

Happy National Day!





GENERAL SECRETARY'S MESSAGE

Dear AUPE Members,

This is the second National Day that we are celebrating amidst the pandemic. However, we can take pride on how we have showed resilience as one public service and as a nation, adapting quickly in our fight against Covid-19. It was not easy but we overcame and pressed on!

It is encouraging to note that as the nation rallies all our citizens to be vaccinated, most of our public officers are already vaccinated. This is extremely important, not only for our officers' safety but for those around them and also due to the work our officers are exposed to. As more of our population gets vaccinated, Singapore will be able to re-open gradually and safely. This will allow us to return to some normalcy in our lives. Let us continue to be safe and vigilant as we move ahead.

Recognition for our public officers

The performance of our economy and situation in the labour market was encouraging in the first quarter of 2021. Against such a backdrop, we managed to secure a modest mid-year bonus package of 0.3 month for public service officers with the government. There was also an additional one-off payment of \$350 for public officers in MX13(I) and MX14 and \$700 for officers in grades MX15 and MX16 and Operations Support Scheme Grades III to V. I am heartened to hear that many of our officers were glad for the payment amid such trying times.

The safe reopening of Singapore will help uplift our economy, especially sectors that had been badly affected by the pandemic. AUPE will monitor the situation and advocate for our public officers to be recognised for their commitment and dedication at the appropriate juncture.

Being by your side

The pandemic has accelerated the rate of transformation as digital services were quickly rolled out to ensure that citizens can still access the needed services without physical contact, keeping everyone safe. The pursuit for digitalisation to build a digital government with citizen-centric services will continue. While this may sound overwhelming, I would like to assure members that AUPE will be here to support you, to walk the journey with you and assist you.

AUPE has partnered many agencies to come up with preparative programmes like Foundational Lifeworks, Growth Mindset, Staff Performance Management and Preparedness for Re-employment. We have conducted several runs of some of the programmes at the annual Public Service Week Learning Festival held between 14-30 July this year. We also held customised sessions at some agencies catering to their

officers. We will be reaching out to more agencies to discuss on partnerships and collaborations to prepare you ahead of time.

Besides these, you may also make an appointment with AUPE's Career Advisors if you would like to have a discussion on your career planning. In an everchanging work landscape, taking stock of your career and early preparation will allow you to be better ready for the new needs of the workplace.

Being strong emotionally and mentally

The strain on our mental wellbeing is increasing due to the Covid-19 measures, increasing public's expectations and pace of change in the environment we are operating in. I would like to urge members to find time to rest. Do use your annual leave if you have not done so and give yourself some time and space away from work to rejuvenate. This is equally important as apart from work, we have our commitments to our families and loved ones.

If you find that you are feeling weighed down, frustrated or just need a space to talk, do not hesitate to reach out to AUPE and we will be happy to hear you. In addition, there is a whole-of-government counselling 24/7 hotline where you can speak to a trained counsellor in confidence. You can be assured that the conversation you have with the counsellor will be kept confidential. Your well-being should be your utmost priority in you being able to do your job well.

We did it before and we will do it again!

This line - "We did it before and we will do it again" - from this year's national day theme song, "The Road Ahead", is perfect. We have displayed our "can-do" spirit in many crises before and we have done it again in this unprecedented crisis. Many public officers had displayed their "can-do" and "will-do" spirit by selflessly stepping into roles to fight Covid-19 in the frontlines and in many other areas to help Singaporeans in various ways.

As we navigate our way through and out of this crisis, let's remain united, support one another on the road ahead. We did it before and we will do it again, emerging stronger and better!

Happy National Day!

Mr Sanjeev Tiwari
General Secretary, AUPE



NATIONAL DAY MESSAGE 2021

Dear Sisters and Brothers,

We are once again commemorating National Day! The turn of events in our COVID-19 fight in the past few weeks have understandably dampened our mood and hopes for a quicker recovery. But the fight against COVID-19 is making good progress and we have much to celebrate nonetheless.

Supporting and Protecting Our Workers Through COVID-19

There are bright spots in our economic recovery and we are tracking an upward trajectory. Our economy is expected to grow by 4% to 6% this year. Our resident unemployment and retrenchment rates have improved and are far from the severe peaks of last year. Our workers, including PMEs, can keep their jobs, and if impacted, are better able to find and keep good jobs.

The promising results we see today are due to the tripartite partners' close and continued collaboration over the past year. The NTUC Job Security Council (JSC), with support from our Labour Movement partners, has successfully placed over 32,000 workers in jobs since it was formed in February 2020. Today, the JSC network comprises more than 10,000 companies, a significant increase from over a year ago, when we started with just 4,000.

Importantly, the national vaccination drive is progressing well and steadily. This is critical to protect our workers in their daily work where many interactions are unavoidable. NTUC will continue to support vaccination at the workplace to best protect workers' health and ensure business continuity.

Uplifting Our Vulnerable Workers

But I know that there are groups of workers who are still reeling from the prolonged effects of the pandemic.

To our lower-wage workers, I know that you are especially vulnerable during this period. NTUC is pushing hard to expand the Progressive Wage Model faster to benefit more workers so that you can have better wages, welfare and work prospects. To do so, NTUC has lobbied to get buy-in from stakeholders and given workers our voice through the Tripartite Workgroup on Lower-Wage Workers (TWG-LWW). I look forward to the TWG-LWW's recommendations, which will bring timely support and improve work prospects.

To our freelancers, NTUC continues to lobby hard for you. We want to be able to formally represent you, to afford you better protection. We recognise the need to ensure a fairer bargaining relationship between you and the service buyer. As we move closer to our goal, our NTUC-affiliated associations continue their important work to collectively champion your needs, as well as support your income security, skills mastery, work prospects and health.

To all PMEs, NTUC wants to better support you at your workplace and in your careers. We thank the more than 9,000 PMEs who have given valuable feedback to the NTUC-SNEF PME Taskforce, which is firming up its recommendations for sharing later this year. In addition, we called upon the Government to better safeguard our Singaporean Core. We are glad that the Government heard us and recently announced the formation of the Tripartite Committee on Workplace Fairness. This will complement efforts of the joint Taskforce.

Rallying Our Workforce, Upholding Our Singapore Spirit

National Day is a time to celebrate Singapore and Singaporeans. We Singaporeans have shown unity, resilience and adaptability in weathering an unprecedented storm.

Let us in true Singapore spirit continue to care for each other, steady our resolve, and adapt to thrive in an endemic COVID-19 world.

Let us continue to build a vibrant Singapore that is competitive, sustainable and inclusive.

Let us also look ahead with renewed hope this National Day and forge a better future together.

Happy National Day!

Ng Chee Meng
NTUC Secretary-General



May Day Awards 2021

Congratulations to All Our AUPE Awardees!

A total of 143 deserving union leaders, tripartite partners and model workers were recognised for their exemplary contributions in advancing workers' interests or being role models at their workplaces at the NTUC May Day Awards 2021. The May Day Awards, held on 28 April, was done in a hybrid mode, where awardees received their awards physically at Downtown East in two groups while guests cheered for them virtually.

Heartiest congratulations to our AUPE Awardees as follows:



Aubeck Kam,
Permanent Secretary,
Ministry of Manpower,
Distinguished Service Award



Teoh Zsin Woon,
Deputy Secretary (Transformation),
Public Service Division,
Meritorious Service Award



AUPE General Secretary, Sanjeev Tiwari
receiving the award on behalf of **M Rajendran,**
Deputy General Secretary, AUPE & NEA Staff Branch Secretary,
Veteran of Labour Award



PCEO, Mr Yeo Li Pheow
receiving the award on behalf of
Republic Polytechnic,
Plaque of Commendation



Mohamed Samsudin bin Djunid,
Secretary, AUPE &
MHA Staff Branch Chairman,
Comrade of Labour Award



Jamsuri bin Nawar,
Executive Councillor &
ICA Staff Branch Vice-Chairman,
Comrade of Labour Award



Tamzin Bin Talib,
National Parks Board,
Model Worker Award



Mohamad Sofian Bin Jakaria,
Ministry of Social and Family Development,
Model Worker Award



Shah'mad Bin Mohd Hashim,
National Environment Agency,
Model Worker Award



To read more about their contributions, please visit https://bit.ly/MDA_Citations2021 or scan this QR code for the award citations.

A Purpose Driven Public Service & Labour Movement. Together, We Can!

Over 400 management partners and union leaders gathered for the Public Sector Union Management's Gathering held virtually on 6 July. The theme for this year's PSUMG is "Partnership in the New Normal – Building a Sustainable and Adaptable Workforce". We were honoured to have Bro Ng Chee Meng, Secretary General, NTUC and Bro Leo Yip, Head of Civil Service as Guests of Honour for the event.

Bro Leo Yip shared with the audience on the Future of Work, Workforce and Workplace in the Public Service while Bro Ng Chee Meng combined it with the 3Ws of workers' aspirations, that is, to attain betterment in Wages, Welfare and Work Prospects.

What is the critical factor to achieve these 6Ws? As Bro Leo Yip aptly put it, it is the 7th "W" – WE! The power of WE, the power of union and management partnership, will achieve these 6 Ws and create a better Singapore for all Singaporeans.



Betterment of work prospects, wages and welfare through Company Training Committees, putting in place institutional system to help workers upskill and upgrade.



Bro Leo Yip said, "The partnership between management and union is critical in helping all Public Service Officers to embrace the transformation that is to come. Transformation will create anxiety and generate uncertainty. Together, union leaders and management will have to help officers navigate and manage this transition, to support them in this process of building a better new normal and future."

Bro Ng Chee Meng urged all to chart directions together, put them into actions and be a purpose-driven Public Service and Labour Movement!



Robust panel discussion with Bro Ng Chee Meng, Secretary General of NTUC, Bro Leo Yip, Head Civil Service, Bro Loh Khum Yean, Permanent Secretary, Public Service Division, moderated by Bro Sanjeev Tiwari, Chairman of NTUC Public Service Cluster and Bro Ken Tan, Co-Chairman of NTUC Public Service Cluster



Cannot Join AUPE, Or Can I? Know your Membership Rights!

It is a common belief that Professionals, Managers and Executives (PMEs) cannot join the Union. That is far from the truth! AUPE has been representing public officers from various levels since 1959.



Within Public Service, who can join the Union?

- Civil servants above 16 years of age can join the union.
- Officers in Statutory Boards (up to MX11/11A equivalent) can join as Ordinary Branch members.
- Special Category and Statutory Boards' Officers above MX11/11A equivalent can join the union as General Branch members.



Who cannot join the Union?

- Uniformed personnel (Singapore Armed Forces (SAF), Singapore Civil Defence Force (SCDF), Singapore Police Force (SPF) and Full-time National Serviceman (NSF)) and officers under the MINDEF's Defence Executive Officer (DXO) scheme cannot join the union.
- However, officers who are employed under the generic schemes of services (CSO, MSS or TSS) and who do not fall under the SAF/SCDF/SPF Act can join the union and be represented.



Unsure if you can join the union? Check with us at generalsecretary@aupe.org.sg!

Our Core Competency at Work: Keep Learning & Putting Skills into Action



(Front row, left to right) Ms Ong Suat Ni and Mr Low Chek Choon with colleagues

One common myth about digitalisation and automation is that you need IT experts to do it. We find out that is not necessarily true as we speak to Mr Low Chek Choon and Ms Ong Suat Ni from Singapore Polytechnic's (SP) School of Architecture & the Built Environment (ABE).

Chek Choon is a Manager in charge of Facilities and Suat Ni is a Technical Executive providing support to lecturers and students in the area of studio set-up and software assistance. **Both of them are not from the IT department but they have been building and testing bots to automate routine and repetitive administrative tasks since 2019.**

"I was approached by my Deputy Director to take up this additional portfolio of Digitisation Lead when SP just started introducing robotic process automation (RPA) to staff. **I always believe that we must keep on learning and this is an**

opportunity to learn new skills. So, I took up the task without much hesitation," shared Chek Choon.

"I assist Chek Choon in testing and implementing the bots. It was on top of my core work but I thought to just **give it a try and learn a new skill,**" said Suat Ni.

They attended a 3-days basic RPA course but the learning continues after the course. "As we are the first few in our school to do RPA, we did a lot of self-learning, finding for solutions through google search, YouTube and forums. There was a lot of trials and errors," shared Chek Choon.

Chek Choon looks into the processes of the school to identify possible areas whereby automation can help to make work easier for his colleagues, freeing their time to focus on other tasks. One such task was the generation of 150 to 200 reports of students' class test and examination attendance for different modules and different classes. Staff had to extract the attendance sheets from system, copy, paste, format, check and the process repeats. It was a tedious process.

Based on user's specifications, Chek Choon and Suat Ni developed and implemented a **bot that reduced the several hundred**

mouse clicks needed to produce the reports to just 3 to 5 clicks! Besides shortening the time and efforts, the reports are also generated with high accuracy as human errors are eliminated.

When asked what does it take to pick up RPA skills, Chek Choon's advice was to get started! **"Always start with small projects, build interest and confidence** and then gradually move to more complicated projects," Chek Choon advised.

"Yes, if you want to learn RPA, you will need to **make time to learn and practice,**" added Suat Ni. She also shared that her RPA journey actually did not start off well. Her progress was slow as she did not make time for it. With Chek Choon's encouragement, she began to understand and appreciate RPA more and the benefits it can bring. She put in the time to learn the ropes and is now able to troubleshoot and improvise bots.

Chek Choon's and Suat Ni's advices of getting started and making time for learning are not just applicable for RPA but for any skill that we want to pick up or master. As Helen Hayes, a Emmy, Grammy, Oscar and Tony Award winner, aptly puts it, **"The expert at anything was once a beginner."**

When was the last time you learnt a new skill or did something new? Put your thoughts into actions and get started today!

Importance of a Growth Mindset in a VUCA Environment

Volatile, Uncertain, Complex and Ambiguous – these 4 words aptly describe the environment that we now live in. With advancement in technology, rate of change is happening faster than before. Uncertainty is on a rise with COVID-19 situation and global socio-economic situations. Things are more complex now as multi-tasking and collaborations across departments and agencies to deliver faster and seamless services becomes more common. How do we navigate our way in such an environment? The key ingredient is a Growth Mindset.

“Growth Mindset” is based on research by Stanford psychologist, Carol Dweck. Her work is inspiring as it shows that **human intelligence is not fixed by formal education or age, but an individual's abilities and talents can be developed over one's lifetime**. What is essential is hard work, fortitude and the willingness to learn new things, new ways of working and new technology.

Everyone's mindset is actually a mixture of fixed and growth mindsets and this mixture evolves with experience. It is not easy to attain a growth mindset because of fixed-mindset triggers such as when we face challenges, receive negative feedback or are appraised lower than others, causing us to feel insecure or defensive.

Having a Growth Mindset is important as it can help you overcome obstacles you may face when learning something new or developing a new skill. Growth Mindset embraces failure as a springboard to success, encouraging us not to give up after failing. This increases your chance of success to learn something new or gain a new skill as compared to someone with a fixed mindset who stops trying after failing.

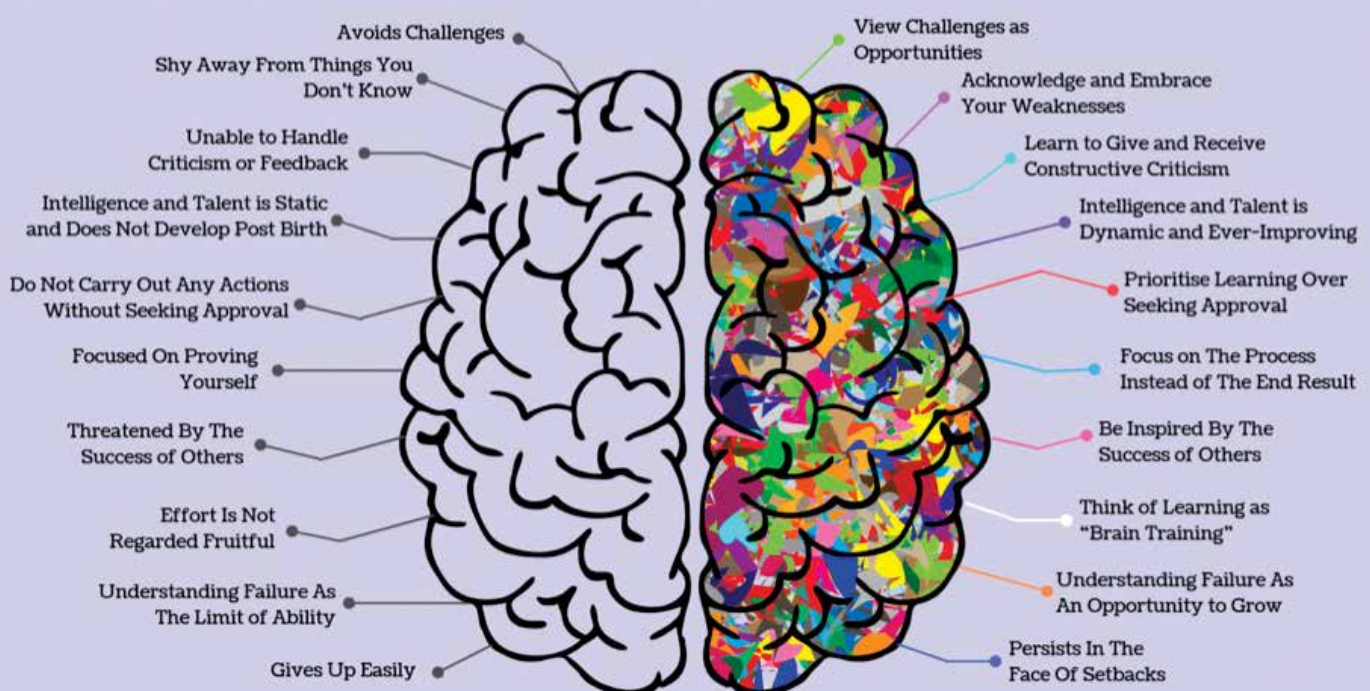
To cultivate a growth mindset, we must identify and overcome such

triggers by reframing challenges as opportunities, acknowledging our weaknesses and coming up with a feasible plan to work on our shortcomings.

The VUCA environment is here to stay. With a growth mindset, the journey for change will be easier. Do you have a Fixed Mindset or a Growth Mindset? Start by acknowledging where you are, be adaptable and take the first step. Learn new Technical, Technological, Adaptive skills to keep pace with transformation. Adopt a positive attitude and don't forget to celebrate small wins!

AUPE conducts webinar on the importance of Growth Mindset in a VUCA environment. Agencies who would like to partner AUPE to conduct this webinar, reach out to us at generalsecretary@aupe.org.sg today!

FIXED MINDSET VS GROWTH MINDSET



Mr Ezekiel Inban s/o P Sammuvel from Immigration and Checkpoints Authority (ICA) Staff Branch is the recipient of AUPE G Kandasamy Scholarship Award 2021. Mr Ezekiel is a Deputy Executive at ICA and has been a union member since 2017. He is pursuing a part-time degree, Bachelor of Science in Counselling at the Singapore University of Social Sciences (SUSS).

Hailing from a low-income family, Mr Ezekiel is determined to excel in his studies to improve his and his family's future. He studied in ITE, then polytechnic and is now pursuing his degree in counselling to provide support to others during their challenging times.

At work, Mr Ezekiel had received several awards such as Service Champion Award and Best Staff Award in 2019 as well as MHA's Operational Efficiency Award and ICA Commissioner's Testimonial Outstanding Services Award in 2020.

We caught up with him to find out more about his thoughts on being awarded the scholarship and what motivates him to pursue his goals.

1. How do you feel about receiving the G Kandasamy Award?

I am ecstatic to be awarded this scholarship. AUPE's support has allowed me to achieve my goals and dreams. I am grateful for AUPE's support and assistance through this scholarship.

AUPE G Kandasamy Scholarship Award Recipient: Ezekiel Inban



Mr Ezekiel, first from left, with his family.

2. What motivates you in the pursuit of your goals?

I recall my parents working hard to raise me. I keep telling myself that if I put my mind to it, I can accomplish greatness. I want to make sure that my parents can live comfortably and worry-free. The key to my success is my mother's prayers and determination which inspires me to face life's challenges. Though my path to success is long, I am grateful for it because it offered me essential life skills and

perspectives. I decided to take up a degree in counselling to help our community since I have witnessed how individuals and families go through difficult times and I hope to be part of the process to help them through this difficult moment.

3. How would you encourage others who may be facing adversity or are hesitant to pursue their dreams?

Never give up! Be persistent in pursuing your dreams. The road to success is never easy but it is achievable. Always have a positive outlook and dream big. Don't let anyone tell you that you are not worth it. One quote that I always live on is "to light a candle in the darkness, be the hope for the hurting."

AUPE wishes Mr Ezekiel all the best in his journey towards his meaningful career goal!

The G Kandasamy Scholarship Award aims to inspire AUPE union members towards lifelong learning and to support them financially 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.



Mr Ezekiel, second from left, with his colleagues.



'Tours In Versatility' – this is the theme of AUPE's International Women's Day (IWD) celebration, to celebrate the power and versatility of women.

COVID has brought about stresses to our daily lives, impacting our mental wellbeing, especially with prolonged period of working from home and staying indoors. Hence, this IWD, AUPE's Women Committee decided to create safe platforms for our members to venture out, get some fresh air and explore the beauty in Singapore!



Participants touring the inside of a kampong house

Buangkok Kampong Experience Tour

The one and only Kampong village left in Singapore! Participants relived the good old days, to find simple pleasures and to revel in nostalgia. They learnt about stories behind the transition process of moving from a kampong to high-rise buildings and the sacrifices that were made.

'Spice and Everything Nice' Kampong Glam Food Tour

Kampong Glam is known as Singapore's Muslim Quarter. In the 19th century, shophouses have been turned into stores selling textiles and casual restaurants serving spicy Malay and global fare. Notable landmarks include the golden dome Sultan Mosque and the Malay Heritage Centre (MHC) where exhibits focus on local history.



Attentive listeners during the Kampong Glam Food Tour



Exploring Kusu Island as the first stop for the Southern Islands Tour

Southern Islands Tour

Venturing out from the main land, participants took a half day tour to St John, Lazarus & Kusu Islands, 5.6km south of Singapore. A tranquil walk along the beach coupled with rich history lessons about the islands lifted everyone's spirits.



Malay Heritage Centre



(Left to right) Tour group photos for Buangkok Kampong Experience, Kampong Glam and Southern Islands



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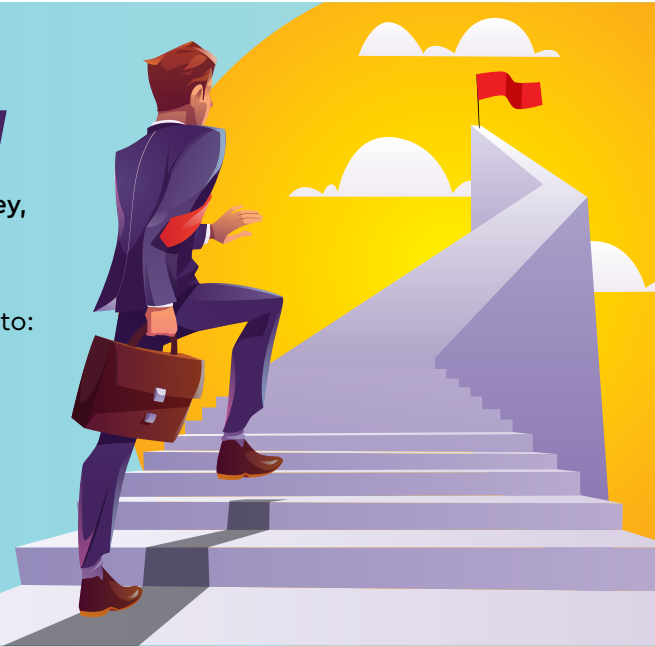
Career Advisory Services to Support Your Career Planning

Your career growth matters! To support and partner you in your journey, AUPE provides complimentary Career Advisory Services exclusively for AUPE union members.

Take charge of your own career today and speak to our career advisor to:

- Discover your career interests and goals
- Assess your current skill gaps
- Expand your upskilling and job search resources
- Receive support and build confidence to grow in your career

For more details and to make an appointment, please scan the QR code or visit <http://www.aupe.org.sg/union/workplace-career-advisory/>



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