

# The Public Employee

MCI (P) 002/02/2022



JULY  
2022

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# 23,000 Civil Servants to Benefit from Salary Review

The Amalgamated Union of Public Employees (AUPE) welcomes the Public Service Division's announcement that with effect from 1 August 2022, the salaries of approximately 23,000 civil servants will be adjusted to keep pace with the market and enable the Civil Service to attract and retain its fair share of talent.

The pay rise will be between 5 per cent and 14 per cent. Officers in the management executive scheme (MXS), management support scheme (MSS) and corporate support scheme (CSS) will receive salary adjustments of between 5 and 10 per cent while officers in the operations support scheme (OSS) will receive higher adjustments of between 6 and 14 per cent.



It's been some time from the last adjustment in 2014. This is an important review to enable our civil servants to be fairly remunerated compared to the market. Other development opportunities that civil servants can look forward to include structured job rotations, formal training and project work.

The move to raise wages in tandem with private sector salaries will help cushion the impact of inflation, especially for the lower income group.

In addition to the above, AUPE has been working with PSD to redesign the jobs of officers in the Operations Support Scheme (OSS), to improve career progression and raise productivity in the long run for these officers.

AUPE thanks PSD for taking our feedback in this review. We look forward to strengthening our partnership with PSD to attract, develop and retain a future-ready workforce that will continue to deliver its best for Singapore and Singaporeans.

## 0.35-month Mid-Year Bonus for Civil Servants

In consultation with AUPE and other public sector unions, the Government had announced a moderated Mid-Year Annual Variable Component (AVC) for our civil servants, in appreciation for their hard work and contributions towards fighting the COVID-19 and in aiding Singapore's economic recovery.

AUPE is agreeable with the AVC payout of 0.35 months, with an additional one-off lump sum of \$200 for civil servants in grades MX13 (I) and MX14; and \$400 for civil servants in MX15 and MX16 and Operations Support Scheme Grades III to V, and equivalent grades.

Singapore's economy is recovering and has expanded by 3.7 per cent on a year-on-year basis in the first quarter 2022. On the labour front, unemployment rates are declining as total employment continues to expand. Domestically, the COVID-19 situation has stabilised and border restrictions have lifted since end-March.



AUPE appreciates the moderate increase in this year's mid-year bonus compared to last year's mid-year bonus, given the "current economic uncertainties, geopolitical tensions and inflationary pressures" and we hope that things will turn around so that there will be better outcomes at the end of the year.

We have always been united and supportive of each other both in good and tough times. The fight against COVID-19 pandemic has made us more resilient against any situation and we will ride through the uncertainties as one nation, emerging stronger.



However, external factors in 2022 may bring significant downside risks. The Russia-Ukraine conflict, has exacerbated global supply disruptions and adversely affected the growth of many economies. Therefore, the Ministry of Trade and Industry has maintained a GDP growth forecast of "3.0% to 5.0%", but stated that growth is likely to come in at the lower half of the forecast range due to the economic uncertainties.





# Worker 4.0: Turning Changes & Challenges into Opportunities for Growth

"I felt that this change was absolutely necessary of taking on a new role" says Mr Faisal who has been with Foreign Manpower Management Division of the Ministry of Manpower since 2007, carrying out inspection of accommodations of workers and enforcing against poor living conditions to deter errant employers.

His role changed significantly when Covid-19 hit our shores. To help the nation in the fight against Covid-19, he stepped up and quickly adapted to his evolved role as a trainer-cum-coach to train and mentor hundreds of auxiliary housing officers. "Taking on this new role in helping the nation's fight against Covid-19 and keeping everyone safe kept me going in my new role".

New role comes with new responsibilities and challenges. Managing the big group of newly assembled resources (Auxiliary officers) in overcoming their fear of infection when conducting inspection, expediting their training on the legislation, the resistance coming from various stakeholders in instilling necessary safety measures and to get their buy-in were a few challenges faced.

However, the most important one was to ensure the auxiliary officers are motivated in continuing the fight despite the long working hours, having to sacrifice family time. On daily basis, over 200 inspection reports submitted by the officers had to be reviewed. Officers will be advised if any gaps or discrepancy was found and to rectify them with the relevant employers.



Brother Faisal receiving the Model Worker Award

He further adds that "the new role boosted both my confidence and my own capability. The platform was an opportunity and a great exposure to come out of my comfort zone and take on bigger and meaningful responsibilities. It opened doors for me and I am now a core member as part of my new Division's Training Team at ACE." Prior to this Covid-19 operations, Mr Faizal had no experience conducting training or public speaking.

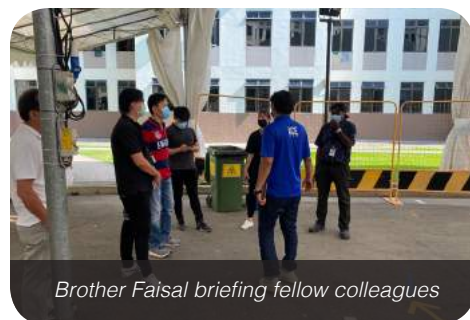
Tips that he would like to share is conquer your own fear and always give yourself a chance to explore new boundaries with an open mind and eliminate any negative thoughts and make the effort to understand the new role from those experienced in that field.

Mr Faisal was awarded the Model Worker Award at May Day Awards 2022 in displaying his resilience and adaptability in his new role in managing the Covid-19 situation, improving foreign workers living standards, mental health as well as their well-being, is duly taken care of. He further shared that "It was a great surprise and I feel really honoured and very appreciated. I thought it

was a striking and wonderful initiative by AUPE in recognizing exceptional public service officers during their tour of duty and am thankful to everyone involved. What makes the award even sweeter is the nomination being done during the crisis of a generation, where, 'many heroes were born'."



Brother Faisal (middle) and his colleagues



Brother Faisal briefing fellow colleagues



Brother Faisal carrying out inspection

"Conquer your own fear and always give yourself a chance to explore new boundaries with an open mind"

# Annual Leadership Programme for Youth Members

With the ease of restrictions, Young NTUC had a fun-filled morning on the 21st May at Orchid Country Club. Young workers representing different unions had gathered for Young NTUC Annual Leadership Programme – Youth Campus 2022. Sister Kelly Lim, Secretary of AUPE-JTC Staff Branch and member of Young AUPE, actively participated in the event and shares her experience with us.

## What did you most like about the event?

It is a great platform to physically interact, meet and network with all the young leaders from the various unions of different industries and companies. The event was fruitful and provided an unforgettable experience. It also provided us with the insights of how the aspirations of the youth workforce has changed.

## Did you have any key takeaways from the activities?

The team building activities were tailored to help us be better aligned with the labour movement's vision and values, gaining better understanding and appreciation of the labour movement's efforts. Not forgetting, the team building activities were engaging where I got to interact with new faces and allowed all of us to build a great rapport.

This was followed by a vibrant discussion on what the Youth Yaskforce must do together to enable the young workers to overcome challenges and realise their aspirations.

This was followed by a closed-door dialogue with NTUC Secretary-General Brother Ng Chee Meng and Deputy Secretary-General Sister Cham Hui Fong with all the young leaders providing the feedback of the various challenges faced by different sectors during covid and post-covid period.

## Interested to network with other youth members and participate in our activities?

We welcome AUPE members below the age of 35 to join our Youth Committee. For more information, you may reach out to Riduan at [riduan@aupe.org.sg](mailto:riduan@aupe.org.sg).



Sister Kelly with NTUC Secretary-General Brother Ng Chee Meng



Sister Kelly with other youth workers

## 15 AUPE Awardees honoured at NTUC May Day Awards 2022

The NTUC May Day Awards honours well-deserving union leaders, model workers and tripartite partners for their exemplary contributions, steadfast commitment to help members and workers achieve better wages, welfare and work prospects.

15 AUPE awardees, both at individual and organisational level were recognised at the awards night held physically on the evening of 19th May at Fairmont Singapore. This year's awardees were recognised for their outstanding efforts and resilience in advancing workers' interests and contributing

towards our Labour Movement whilst battling against a challenging economic climate.

The ceremony was hosted by NTUC President Mary Liew and NTUC Secretary-General Ng Chee Meng, with over 500 attendees including awardees, their families, colleagues, friends and tripartite partners. A total of 149 deserving union leaders, model workers and tripartite partners were honoured at this year's May Day Awards and AUPE wishes all awardees heartiest congratulations!!



To read more about their contributions, please visit <http://bitly.ws/s5aS> or scan this QR code.





# Heartiest Congratulations to All Our AUPE Awardees! NTUC MAY DAY AWARD 2022



## Organization Awardees: Plaque of Commendation



Partner of Labour Movement  
(Organisation)



Ministry of Home Affairs



Singapore Tourism Board

# Quarterly Roundup of Events (Apr – Jun 2022)

## Webinar: "Be a Smart Consumer"



AUPE had conducted an exclusive 'Be A Smart Consumer' webinar in collaboration with CASE on 5 May 2022. Mr Fabian Toh, a member of the CASE Education Committee, shared useful insights so that the participants are better informed of their rights and responsibilities as consumers.

## AUPE Bowling Challenge



44 participants took part in our AUPE Bowling Challenge. The AUPE Bowling Challenge adopted an 'Own Time Own Target' concept, where teams booked an available slot with Orchid Bowl in the month of June (1st to 30th June) to play their games. Congratulations to all the winners!

## AUPE Celebrates May Day 2022



In conjunction with May Day, AUPE launched an **AUPE Union Members' Exclusive** - \$6\* Movie Vouchers.

Registration opened from 9 May at 9am onwards and within minutes, the movie vouchers were all taken up!

## AUPE Dialogue with Members



AUPE-Ministry of Education Staff Branch held a dialogue with union members who are Administrative Managers and Administrative Executives on 22 June. The session was attended by close to 50 members. Members shared their feedback and suggestions with the union. HR colleagues from MOE also shared with the participants on upskilling and career development opportunities for them.

## Re-Employment Preparedness Programme



AUPE, in collaboration with ITE HR and ITE Academy, conducted a Re-employment Preparedness Programme to help reporting officers (ROs) to be familiar with the Public Sector re-employment guidelines and how they can better support their staff's re-employment journey. During the Q&A segment, ROs sought clarifications on guidelines and also share their experiences for peer-to-peer learning!

## Father's Day Giveaway



AUPE ran a Father's Day Giveaway on Facebook as part of Father's Day Celebration. Response received was overwhelming and 4 winners walked away with a set of 4 movie vouchers each!! Do checkout the winners' messages to their fathers on our Facebook page. We hope that the winners had a great cinematic time.

## Get your CASE settled with Union Membership!



Have a dispute with a retailer? **Union member** now enjoy waived fees for filing a consumer dispute with CASE.

## How to file a case?



For general enquiries/  
Booking of appointment  
Contact **9795 8397**



File a case online  
[ntuc.co/filecase](https://ntuc.co/filecase)

File a case	Union Member	Public
CASE membership fee	<b>WAIVED</b>	from \$ 26.75 per annum
Admin fee	Just present your NTUC card!	from \$ 10.70 per case

## What document to provide?



**Proof of purchase / Contract**  
**Any other supporting documents**



# Career Coaching 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 coach 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/>



AUPE Club introduces a new range of sumptuous food, decadent desserts and refreshing beverages. Chat up over a game of pool on level 1 or try out our soft tip dart machines on level 2.

AUPE members enjoy **15%** discount off total bill.

NTUC members enjoy **10%** discount off total bill.  
(Not applicable for promotional items)

A perfect place for a relaxing evening, we are located at:  
295 Upper Paya Lebar Road, S534929

AUPE Club is open to public and parking is absolutely free!!  
Follow us on [facebook.com/aupeclub](https://www.facebook.com/aupeclub)  
For opening hours and latest promotions!



Look out for our latest events, giveaways and promotions via our AUPE App or Facebook ([www.facebook.com/aupe.sg](https://www.facebook.com/aupe.sg))! Also, do check out and follow our LINKEDIN profile at [www.linkedin.com/company/aupe.sg](https://www.linkedin.com/company/aupe.sg). We share news and articles on employment matters, professional development, upskilling and more!





## GET STARTED ON YOUR COMPREHENSIVE FINANCIAL PLANNING JOURNEY WITH

### AUPE x MONEYOWL CORPORATE FINANCIAL WELLNESS PROGRAMME

Find out whether your finances are in good shape, the gaps you have in your protection plans and if you are on route to meeting your financial goals!

- ✓ Personalised financial planning report via MoneyOwl's online platform
- ✓ Detailed overview of your finances including cash flow, CPF, existing wealth protection & accumulation plans
- ✓ Projection of your CPF Life payout upon your retirement
- ✓ Group advice webinars to enhance your financial literacy
- ✓ Personalised 1 on 1 Ask Me Anything Session with financial experts (no obligations!)



**EXCLUSIVELY FOR AUPE UNION MEMBERS:**  
**\$15/PAX (U.P: \$80/PAX)**

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