

# The Public Employee

MCI (P) 002/02/2022

SEP  
2022



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# AUPE

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# 63

## *Anniversary*

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# National Day Contingent

## Celebrating Nation's 57th Birthday 2022

In conjunction with Singapore's 57th National Day, our Singapore story unfolded in 5 Chapters. Joining in the Parade and Ceremony under "Segment 1: Strength of Our Nation" were 2000 participants from 37 virtual and physical contingents. Leading the NTUC Marching Contingent and flying the NTUC Flag under the Labour Movement with pride and honour was Brother Sanjeev Tiwari, AUPE General Secretary. Together with Brother Sanjeev was Sister Sadatinah from the Immigration & Checkpoints Authority (ICA) Branch with fellow brothers and sisters from NTUC affiliated unions. The contingent had gone through intense training since April 2022.

For her dedication and sacrifices in making NDP 2022 a memorial occasion, AUPE would like to express its appreciation to

Name	Organisation
Sadatinah Binte Ashiraff	Immigration & Checkpoints Authority



Brother Sanjeev Tiwari with the NTUC Contingent



# Affirming Our Partnerships



Central Provident Fund Board (CPFB) and AUPE renewed its Collective Agreement on 27th June 2022. Mr Augustin Lee, CPFB CEO and Mr Sanjeev Tiwari, AUPE General Secretary affirmed the commitment to continue our strong union-management partnership to enhance the workplace experience of CPF officers. This includes collaboration in initiatives to promote and support mental wellness of staff and enhancement of the support for staff participating in physical activities organised by the CPF Board Staff Branch.



The Collective Agreement between the National Heritage Board (NHB) and AUPE was signed on 2nd August 2022. Through this CA renewal, NHB and AUPE inked our commitment to work together to address the job growth areas, jobs-at-risk, future jobs, digitalisation in NHB; and to equip staff with relevant skills. Ms Chang Hwee Nee, NHB CEO and Mr Sanjeev Tiwari applaud the efforts of the HR team and the Branch Committee to do a thorough review of the CA and looked forward to strengthen the partnership.



The Collective Agreement between the Monetary Authority of Singapore (MAS) and AUPE was signed on the 16th August 2022. Ms Jacqueline Loh, DMD (Corporate Development) and Mr Sanjeev Tiwari, AUPE General Secretary highlighted the good labour-management relations between AUPE and MAS and their commitment to working closely to improve the careers of MAS Officers. Key changes include the streamlining of the grievance procedure and the commitment from both parties to work together to address the job growth areas, jobs-at-risk, future jobs, digitalisation within MAS; and to equip staff with relevant skillset and training.



AUPE and JTC Corporation renewed its Collective Agreement on 8th September 2022. Key changes include an increase in shift allowance, expansion of the groups of employees who can apply for part-time work and streamlining of grievance procedure. Mr Tan Boon Khai, JTC CEO, acknowledged the strong partnership which enabled the expeditious conclusion of the CA. AUPE General Secretary, Mr Sanjeev, highlighted on the importance to remain relevant and attuned to the expectations and aspirations of the current workforce. The union movement is a cause and he appreciated the support from JTC. He looked forward to the relationship growing from strength-to-strength.

# Public Service Week Learning Festival

## 653 Officers Participated with AUPE at the PSW Learning Festival

The PSW Learning Festival was conducted in hybrid sessions between 14 – 30 July 2022. AUPE in partnership with the Public Service Division had put together more than 100 bite-sized learning sessions to assist officers progress in their skills and capabilities. Hosted by various public agencies and training partners, these sessions cover a wide range of topics under four sub-categories: Career Possibilities, Professional Capabilities, Leadership Qualities and Establishing a New Balance.

653 officers joined in the 5 programmes hosted by AUPE. These programmes obtained an average of 4.5 out of 5 for overall satisfaction!

### Programmes by AUPE

#BeTheNew

PUBLIC SERVICE WEEK  
LEARNING FESTIVAL



Managing Conflict And Grievances At The Workplace	Workplace conflicts and grievances are some of the most cited reasons for stress and unhappiness, which often times leads to resignation. The session aimed at understanding the causes of conflicts and grievances at the workplace and picking up practical tool and techniques to address conflict between colleagues and supervisors and the role of Public Sector Unions.
Overview Of Financial Planning	This session touched on the concept of financial planning and how they can work towards achieving greater financial freedom.
Developing An Adaptive Mindset	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.
Diversity, Equity, And Inclusion (DEI) In The Workplace	With organisations and teams being increasingly aware of the importance of Diversity, Equity and Inclusion (DEI), participants gained insights on what exactly is DEI, and why it is important, and how we can cultivate a DEI learning culture in the workplace through a few simple steps.
Applying Critical Thinking In Our Daily Lives	It is essential to be critical thinkers rather than passive receivers of information in an ever changing and fast-paced world that we live in today. The course introduces what is critical thinking and its importance in our daily lives.

## Supporting Members in the Pursuit of Their Aspirations

The G Kandasamy Scholarship Award aims to inspire AUPE union members towards lifelong learning and the pursuit of their aspirations at recognised universities/polytechnics/institutes of higher learning. Heartiest congratulations to the 3 union members who had been selected to receive the G Kandasamy Scholarship Award 2022. We caught up with the 3 awardees to find out more about their journey and thoughts on receiving this award."

### G Kanda Scholarship Award Recipient: Jainthan Jayaretnam

Mr Jainthan s/o Jayaretnam's exposure to the law first came from two fictional sources – novels from the author John Grisham, and the television show The Practice. The glimpses into the workings of the law inspired Jainthan to start thinking of a career in the legal profession. Kickstarting this journey, Jainthan enrolled himself in the Diploma in Para-legal Studies with Temasek Polytechnic,

where he was trained on both substantive and procedural areas of law. To further his career trajectory in becoming a lawyer, Jainthan pursued a part-time law programme with an overseas university while working with the Attorney-General Chamber (AGC). At present, Jainthan is pursuing Juris Doctor with National University of Singapore.



Brother Jainthan



### How do you feel about receiving the G Kandasamy Award?

I am deeply humbled and honoured to have received the G Kandasamy Scholarship Award. I am also immensely grateful to the AUPE selection committee for selecting me to receive the award.



Brother Jainthan with his colleagues

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

The continuous encouragement and support given by my bosses and especially my colleagues in AGC motivated me to push past all the tough points during my part-time studies. Apart from their constant words of encouragement, my colleagues also covered for me and took on my work assignments whenever I was away on leave for exams, even if it meant that it added to their own heavy workload. Needless to say, without their support, I would not have successfully graduated from the programme.

### Any suggestions for other working adults who are thinking of part-time studies while working?

Juggling full-time work and part-time studies takes up a lot in terms of personal time, mental health and finances. I recommend that working adults should first plan out their long-term career and professional goals and then align those goals with a field of study which they are interested in. I believe that having an interest in the subject matter will help individuals stay motivated and committed to their studies. Once you have started on your part-time studies, there will be quite a few tough moments along the way, but stay the course and never give up because the end goal will be worth all the effort!

## G Kanda Scholarship Award Recipient: Muhammad Asyraf Bin Rasack

Being nominated to be part of his agency's Workplace Safety and Health (WSH) committee in 2013 piqued Mr Asyraf's interest in the same and he enrolled himself in a multitude of courses ranging from Risk Assessment to Occupational First Aid, Working at Heights and Company Emergency Response Team. The experience enabled him to appreciate the importance and culture of WSH. The absence of safety could result in injuries and even loss of life. This motivated him to pursue a career in the field, hence he decided to pursue a Bachelor of Science in Workplace Safety and Health. Professionally, Asyraf is a Technical Officer at Singapore Science Centre.

### How do you feel about receiving the G Kandasamy Award?

I'm happy, elated and ecstatic to be the recipient of this year's G Kandasamy Scholarship Award. Being a recipient boosted my confidence and determination to pursue my aspirations!

### How are you preparing for work and studies?

Preparation has been smooth, with managing my workload in the day and setting aside time for my studies in the night daily. I had discussed this with my supervisors and other colleagues and they have been supportive. It makes me really happy in returning to school and hitting the books again, just like my polytechnic and ITE days.

### How do you feel about returning to school as a student after 13 years?

I did return to school in 2014 to pursue a degree in another area of interest but I had to withdraw as my father fell gravely ill and passed on in 2015. My focus shifted to re-balancing between family matters and the employment duties. In 2017, I re-enrolled myself for the same course but withdrew again due to other commitments. Fast forward to 2022, with renewed vigour and drive, I re-applied back, determining to pursue and complete my studies in the area of interest I was keen on.

Like any other working adult, I am worried that I'm unable to balance my time between work and studies, especially my job requires me to oversee day-to-day lab operations and safety related matters. The support of my family and colleagues together with peers who had threaded the path before inspired and restored my confidence that I will be able to perform the same as well.



Brother Asyraf giving training to Team NILA Volunteers on Vertical Farm Operations.



Brother Asyraf (seated on left) during Hari Raya 2022



## G Kanda Scholarship Award Recipient: E Dheveya

Miss Dheveya is an Executive working with the AUPE Cooperative since 2019. Dheveya is assigned to the publicity committee to handle Cooperative updates on social media platform and website and found the marketing aspect very interesting as she was able to express her creative side at work. Having embraced her new found passion, Dheveya is currently pursuing Bachelors in Business Management and Marketing.

### How do you feel about receiving the G Kandasamy Award?

I am honoured to receive the G Kandasamy Scholarship Award and would like to sincerely thank all my colleagues for encouraging me to apply for this scholarship and recommending me to the management. This scholarship will ease the financial burden, having putting in all my savings and my mother covering the balance for the degree.

### You've been pursuing the business management course for the past 1 year. How has the course helped you at work/enhanced your contribution at your workplace?

In the initial stage of the course, it was a struggle. Never in my wildest imagination, I would have pictured myself managing multiple aspects of life – university, work and social life. It is not an easy path, but it teaches one of life's greatest skill, time management.

As time passed by, I have been able to better manage my time. Business management has taught me critical thinking, problem solving, and how I can impart them in a working environment. I was also given the opportunity to apply my marketing skills as part of the publicity team in AUPE.



Sister Dheveya (Center) with her colleagues

### Who/What has been your inspiration?

My parents have been my inspiration. Coming from a small town with big dreams, my dad started off his business from scratch, seeing him gain freedom from the usual 9 to 5 work hours, inspired me to be an entrepreneur one day. Being an art student at heart, I would love to run my own business with my creative ideas. I believe that facing challenges builds confidence and that journey imparts new skills.

The never-say-die spirit is where my mother comes in the picture. She started working from the young age of 14, took care of the household and me while working shift hours job. A life lesson that can be taken from her is that one should always be financially stable and not be dependent. My mother's constant reminder of her life motto persuaded me to enrol myself for a degree.



Sister Dheveya with her parents

## AUPE 63rd Anniversary Word Hunt Game

### Word Search Quiz

Bringing a fun-filled activity to commemorate AUPE Anniversary. Hidden are 25 words to unravel but mind you there are misleading ones to. Refer to the sentences for the clues and hints are available from past editions of The Public Employee.

Contest is open from **23 September till 7 October**. Winners will be announced by 18th October via Facebook.

To participate, download the AUPE APP.



R	B	N	E	M	P	L	O	Y	E	E	S	O	A	I	I	B	R	C	O
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U	Y	B	O	N	U	S	D	R	I	H	T	Y	T	X	I	S	M	L	E
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L	I	N	K	E	D	I	N	R	O	N	C	E	R	K	Y	T	R	A	T



# Quarterly Roundup of Events (July – Sep 2022)

## AUPE Branch Quadrennial General Meeting (QGM) 2022



In the months of July to September, all AUPE Branches held their 4th QGM. Held every four-yearly interval, this QGM is a platform for the branches to take stock of the previous term and to elect the committee for the new term. AUPE applauds the contributions of all committees and welcome new members to grow in strength and leadership with AUPE.

## Bite-Sized Learning with NEA Officers

### Importance of Growth Mindset in a VUCA Environment

24 AUG 2022 (WED) 12.00PM - 1.00PM



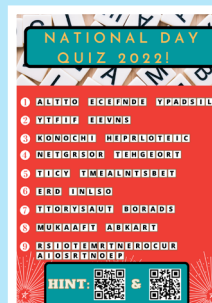
About the speaker:  
Muhammad Riduan bin Samad is an industrial relations practitioner with the Amalgamated Union of Public Employees, with experiences over various industries spanning more than a decade.

#### 3 Quick Tips for an enjoyable session

- Your name in Zoom should be the same as your registered name for us to submit your name for training hours. Example: Name used to register for seminar is "Marylin Christopher". Name used for Zoom should also be "Marylin Christopher" (To register: Click on Participants -> More -> Rename).
- Mute your microphone to minimise background noise for other participants.
- If you have any question, you may use the Chat Box function.

A lunchtime talk was hosted on 24th August, topic being 'Importance of Growth Mindset in a VUCA Environment'. The session had participants sharing about the challenges they faced at workplace and how they can navigate a VUCA (Volatile, Uncertain, Complex, and Ambiguous) environment by cultivating a 'Growth Mindset' to reframe challenges into opportunity statements. AUPE looks forward to partnering with Public Sector agencies in conducting similar talks for officers.

## National Day Giveaway 2022



To celebrate the festive mood of our Nation's 57th Birthday, AUPE ran a National Day Giveaway Quiz. The quiz consisted scrambled words relation to National Day theme and participants had to unscramble them. The excitement was well-received with over 280 responses. 5 lucky winners walked away each with \$20 worth of Grab vouchers.

## Sponsoring a Child with Stationery Bundles



Celebrating our 63rd Anniversary by partnering with APSN this Children's Day! AUPE is honoured to partner with APSN to make a difference by gifting a bundle of joy. Each bundle consists of stationery sets, games and water bottle. This would not have been possible without the generous donation from our members and U Care Fund.

## NTUC Youth Seminar



Brother Marcus and Brother Ronak participated in Youth Engagement chaired by Young NTUC on 3rd September 2022. The discussion was centred around "Strengthening Our Common Ground" as Union leaders and what the Youth Taskforce can contribute for the betterment of the workers. 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).

## Recruitment Drive at MAS



AUPE held a recruitment drive at Monetary Authority of Singapore (MAS) on 1st September 2022. New members received sign-up gifts such as limited edition of Singapore Mint Coin and \$50 Capitaland voucher along with free 6 months of hospitalisation benefits. If you wish to organize a roadshow at your premises to reach out to [membership@aupe.org.sg](mailto:membership@aupe.org.sg).

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, Singapore 534929

AUPE Club is open to public and parking is absolutely free!!

Follow us on [facebook.com/aupeclub](https://facebook.com/aupeclub)  
For opening hours & latest promotions!



295 Upper Paya Lebar Road, WISMA AUPE  
Singapore 534929

Opening @ Level 2 Foyer  
10am - 11pm daily



## PREPARE *yourself* FOR A **BETTER TOMORROW** BY GROWING YOUR **SAVINGS** WITH US AND BEING FINANCIALLY SECURED!



We offer our members better solutions for your financial needs in life.  
All NTUC union members and family members of our AUPE Credit Co-Op members are also welcome.

- Earn 1% p.a. interest on Savings Deposit
- Enjoy Annual Dividend on your Subscription Savings
- Benefit from our Term Deposit interest rates with flexible maturity terms of 6, 12, 18 and 24 months.
- Claim \$20/warded day when you are hospitalised  
(Upgrade to AWS-HPlus/AWS-HFamily and receive an additional \$100/warded day)



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