

AMALGAMATED UNION OF PUBLIC EMPLOYEES

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MINISTRY OF FINANCE / SINGAPORE CUSTOMS STAFF BRANCH

Report for the term 2018-2022

1. Introduction

This report aims to summarize information for the members of the MOF/Singapore Customs Branch (SC) on the respective roles assigned to committee members, and the activities carried out by the Union during the term 2014-2018.

2. Branch Committee Composition

During this term of office, the branch was serviced by the following branch officials:

Mr Ganesh S Peramaiyan	Chairman
Ms Kogila Vannu Gopal	Secretary
Ms Krishnavani Veerapan	Assistant Secretary
Mr Jay Suresh	Assistant Secretary (Resigned in Sep 2020)
Mr Muhammad Khair Abdul Latiff	Assistant Secretary
Mr Farihullah s/o Abdul Wahad Saifiullah	Committee Member
Ms Roswati Bte Mustadi	Committee Member
Mr Albert Tan	Committee Member
Mr Choo Teik Choon	Committee Member
Mr Jaya Sanger s/o Adaikalasamy	Committee Member
Ms Sim Siew Hong Elsie	Committee Member (Retired in Nov 2019)
Mr Kandaswamey s/o Tangavalu	Committee Member (Resigned in Aug 2022)

Ms Sim Siew Hong Elsie had retired from Customs in November 2019 while Mr Jay Suresh and Mr Kandaswamey s/o Tangavalu had resigned from Customs in September 2020 and August 2022, respectively. The committee would like to place our appreciation to them for their invaluable contributions to the branch.

3. Nomination of Candidates to the AUPE Executive Council

AUPE 3rd Quadrennial Delegates Conference was held on 9 Mar 2019 at Suntec Singapore Convention & Exhibition Centre. The Conference is held to adopt the financial statements and the Executive Council Report, elect the Executive Council for the next term and consider motions and amendments to the AUPE Constitution.

Chairman Ganesh was elected into the AUPE Executive Council for the term 2019 to 2023.

4. MOF/SC Staff Branch Membership

As of 31st Aug 2022, the membership of MOF/SC Staff Branch stands at 636 members. The branch represented both SO's and JO's as well as the non-uniformed staff at Singapore Customs and the respective agencies with dedication.

5. Recruitment

Singapore Customs and VITAL Management has consented to allow our branch officials to give recruitment talks on Union matters and its benefits to the new recruits joining Singapore Customs and VITAL. This is an ongoing project whereby we recruit new members to join our branch.

6. Union-Management Steering Committee (UMSC) Meeting

The Union-Management Steering Committee (UMSC) was formed between MOF and Amalgamated Union of Public Employees (AUPE) to foster and coordinate efforts for closer union management ties and mutual understanding so that both organisations could work together to achieve common goals. The meeting, which is co-chaired by Deputy Secretary (Performance Group), MOF and General Secretary from AUPE, is held once a year.

The terms of reference of UMSC are:

- a) To identify common goals and values which Management and our Unions in MOF Group could work together,
- b) To exchange views between Management and our Unions to understand each other's concerns, broad vision, and long-term goals,
- c) To organise activities / platforms for informal interaction and networking between officials from Management and Unions so that both parties can develop better rapport and have more opportunities for informal exchange of views and ideas.

During this term of office, UMSC was held on 22 February 2019, 24 September 2020, and 27 October 2021. Chairman Ganesh, Secretary Kogila and Assistant Secretary Krishnavani attended the UMSC.

The following topics were discussed during the meeting:

- 1) Union Membership
- 2) Re-employment Statistics
- 3) Union-Management Activities
- 4) Public Sector Transformation in the MOF Family

7. Workplace Matters Handled

MOF/Singapore Customs Management, throughout the years, have kept the Union informed of changes and have worked closely on staff related matters. This cooperation between both the establishments has led to smooth resolutions over many issues. Below are some examples of representation and activities done by the branch:

VITAL

- a) Member had approached union for clarification on her re-employment offer. Union clarified with HR and assured that the proposed job scope was aligned with job grade. Member accepted the re-employment offer.

Singapore Customs

- a) Discussions on salary revision and single scheme – Targeted implementation date is end 2022. Union is pending update from HR.
- b) Union has proposed to HR officers who are sponsored for driving course can claim driving allowance after their 1-year bond. HR has replied, that officer is not allowed to claim driving allowance if he has been sponsored by the Department for the driving course as per current Customs Departmental Order.
- c) Allowance for Sea & ACB Officers was implemented on 1 September 2022.
- d) For the deployment of officers at the new Sea Terminal at Tuas Megaport, Union had proposed to HR to deploy officers who had volunteered for it or those who has transport and living around Western side of Singapore for easy access to the terminal and cutting down on travelling hours.
- e) Union proposed to HR to ensure the promotion for the MPS officers are not disadvantaged as their contributions and performance in the previous branch may not be known to the new branch.
- f) Union also proposed to HR for CCO's without TL role to be graded fairly.
- g) Senior officers who are in grade 11A should be graded fairly with those who are holding Dy appointment

8. Collaboration with HR on Upskilling and Reskilling of Officers

For good partnership and collaboration with Customs HR, Union had conducted a pilot run of the "Importance of Growth Mindset" for 29 Customs Officers. Discussions are ongoing to conduct more runs of this course.

Union had also worked with ACRA HR to send officers for the Foundational Lifeworks Programme in 2021. 6 officers participated in the programme.

9. Courses Attended by Committee Members

Committee members were encouraged to attend courses conducted by AUPE and Ong Teng Cheong Labour Leadership Institute.

Name	Courses Description
Ganesh s/o S Peramaiyan	U Care Programme - Essential Communication Skills (Applying EQ into Interaction)
	Basic Counselling Skills (U Care Programme)
	Safe Management Officer Training
	Cross Workforce Leaders' Programme (CWLP)
Kandaswamey s/o Tangavalu	Foundational LifeWork Programme

Choo Teik Choon	Foundational LifeWork Programme
Roswati Binte Mustadi	WAF - Foundation module: Women's Development in Singapore
Jaya Sanger s/o Adaikalasamy	Develop a Risk Management Plan (bizSAFE Level 2)
	Certificated IR Series Pathway Core Module 1 - The Labour Movement Union Leadership
	Certificated IR Series Pathway Core Module 2 - Industrial Relations System & Basic Labour Laws

10. Public Sector Union Management Gatherings (PSUMG)

The Public Sector Union Management Gathering is held once every 2 years, bringing together public sector management leaders and union leaders to share on best practices and discuss on possible union-management collaborations.

PSUMG 2019 (Date: 3th July 2019)

Close to 400 union and management leaders attended the event. Ng Chee Meng, Secretary General, NTUC, announced that AUPE, PSD and the Civil Service College going to form a Training Committee in partnership with NTUC. The committee will look into jobs at risk, job growth areas and skills required for public officers to be better equipped for higher value work and be public officer 4.0. There was also a vibrant discussion and sharing among the union and management on Worker 4.0 in Public Sector Transformation.

PSUMG 2021 (Date: 6th July 2021)

PSUMG 2021 was held virtually in view of the Covid-19 measurements then and attended by more than 400 management partners and union leaders. Mr Leo Yip, Head of Civil Service and Mr Ng Chee Meng, NTUC Secretary General were the Guest-of-Honour. The theme for this PSUMG is "Partnership in the New Normal – Building a Sustainable & Adaptable Workforce". Mr Leo Yip acknowledged AUPE's partnership in encouraging officers to go for upskilling. He also encouraged all agencies to work closely with AUPE to help fellow officers navigate the public sector transformation.

11. Covid-19 Support for Members

Covid-19 has brought about unprecedented challenges. Many public officers had to step up greatly in this crisis. Officers were mobilised to fight this at various fronts, braving fatigue, risks of higher exposures, taking on new roles never done before and working round the clock, even while at home.

The following initiatives were held during this pandemic to support our union members:

- Up to \$300 one-off cash assistance for members whose income has dropped at least 30%
- One-off \$50 NTUC Fairprice vouchers for members tested positive for Covid-19 to help affected members with daily necessities.
- Care packs for essential workers
- Sweet treat for all members

12. Welfare Benefits

During the period 2018/2022, members made the following claims for AUPE's welfare schemes:

Scheme	No. of Members	Total Amount Claimed
Welfare scheme I (Death of Member's Parent/Child)	11	1,575
Welfare scheme III (Hospitalisation Claims)	38	6,485
Study Grants	87	14,400
NTUC GIFT	6	30,500

These benefits went a long way to assist members and their families.

AUPE reviewed and enhanced the welfare scheme III for hospitalisation claims. The scheme was renamed as Welfare Scheme for Hospitalisation (AWS-H) and changes* include:

- Member can be covered until 68 years of age, an increase from 65 years old;
- Payout is streamlined into a single tier of \$40/day with a lifetime limit of \$10,000;
- A higher tier of \$100/day was introduced at an affordable pricing; and
- Members can subscribe to this scheme for themselves and their family members.

For details of the enhanced AWS-H, please visit <https://www.aupe.org.sg/union/wsfhosp>.

**T&C applies*

13. Branch Officials Retreat

Under the new Leadership of Chairman Ganesh, MOF/SC Staff Branch had 2 WorkPlan Retreat on NTUC Labour Movement 2019 & 2022. A total of 10 members were present and participated actively. A detailed report was presented to General Secretary of AUPE.

14. Acknowledgements

In conclusion, the Branch Committee would like to express their gratitude to AUPE's General Secretary and his staff for their guidance and assistance, Senior Management and staff from all our respective agencies for their support of the Union and its activities. The Branch Committee would also like to thank all members of the Branch for their support and understanding on all matters.
