

AMALGAMATED UNION OF PUBLIC EMPLOYEES

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MINISTRY OF FINANCE / SINGAPORE CUSTOMS STAFF BRANCH

Minutes of the 3rd Quadrennial General Meeting held on

Date: Friday, 14th September 2018

Time: 4.00 pm

Venue: Lee Kong Chain Hall

Wisma AUPE

296 Upper Lebar Road

1 QUORUM

- 1.1 At 4.00 pm, there were 27 members present for the meeting. In accordance with Rule 20.4 of the AUPE Constitution, as there was no quorum, the meeting was postponed for 30 minutes.
- 1.2 AUPE General Secretary (GS) Mr. Yeo Chun Fing, AUPE Deputy General Secretary Mr. Sanjeev and Industrial Relations Executive, Mr. Eugene were present at the meeting.
- 1.3 Chairman, Mr. Jay Suresh Radah called the meeting to order at 4.30 pm with 27 members forming the required quorum.

2 CHAIRMAN'S ADDRESS

- 2.1 Chairman thanked all the members for taking time to attend the 3rd QGM and for their support for the branch and its activities over the last 4 years.
- 2.2 Chairman highlighted some of the branch activities done over the term. He added that members should continue to support and ensure membership numbers grow and where possible for members to come forward to serve the committee. This would ensure a smooth transition in leadership and the committee will remain relevant.
- 2.3 He also thanked AUPE General Secretary (GS) Mr. Yeo Chun Fing, AUPE Deputy Director, Mr. Sanjeev and Industrial Relations Executive Mr. Eugene for their advice and guidance to the branch over the last 4 years.
- 2.4 Chairman invited (GS) Mr. Yeo Chun Fing to address the meeting.

3 AUPE GENERAL SECRETARY'S ADDRESS

- 3.1 In his address, Mr. Yeo elaborated on the following matters:
 - a) The importance of communications to strengthen the relationship within the committee and its members.

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b) He touched on the 2023 Government's direction where almost all government services in Singapore will go digital. This will allow citizens to be able to complete 90 to 95 percent of all Government transactions digitally. The branch would need to take note of the changes and see how we can assist our members who may be affected by this transformation.

c) Ageing population – An aging population and technological advancement will change the way both young and older people work. The challenge is to take a look at how technology can help older workers in particular to continue contributing within the organization and to the economy.

d) Transformation – We are in challenging and also exciting times, for the public service as well as for Singapore. There are challenges ahead but there also will be opportunities. Both require from us new thinking, new ways of doing things. It is about being ready for the future, about turning challenges into opportunities and about blazing new trails of success. This is why spirit of stewardship and a sense of ambition, alignment and action are critical for us to rise up to the task of creating a better public service for the future of Singapore.

e) Staying Relevant – to ensure officers are trained to handle new equipment and able to carry out the task. Civil servants' will get data science training as the Smart Nation push gains its speed.

3.2 Mr. Yeo, thanked the out-going committee members, the representatives to the executive councils for their support for AUPE and their contributions to the members' well-being and the members for their support and co-operation rendered.

4 CONFIRMATION OF MINIUTES

4.1 The minutes of the Branch 2nd QGM meeting held on 19 Sep 2014 were unanimously confirmed. Proposed by Mr. Farihullah and Seconded by Ms. Krishnavani.

5 MATTERS ARISING

5.1 Secretary informed that there was no matter outstanding under this item for discussion.

6 ADOPTION OF BRANCH REPORT -2014-2018

6.1 The Branch Committee Report for the term 2014-2018 was approved. Chairman outlined the Branch Committee's work during the period under review and that the in-coming committee will meet Customs HRD to follow-up on the outstanding matters. The item on Single Scheme was to be amended to read as Unified Scheme. The report was adopted, proposed by Ms Zakia Abdul Rahman and seconded by Mr. Farihullah.

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6.2 Nominations for the MOF/SC Branch Committee for the term 2018-2022 were received as follows.

Mr Ganesh Peramaiyan	Chairman
Ms Kogila Vannu Gopal	Secretary
Ms Krishnavani Veerapan	Asst Secretary
Mr Jay Suresh	Asst Secretary
Mr Muhammad Khair Abdul Latiff	Asst Secretary
Mr Farihullah Abdul Wahab Safiullah	Committee Member

6.3 Chairman highlighted to the QGM that Mr. Khair was unable to attend the QGM as he was on reservist duties. He asked the QGM if Mr. Khair's nomination be accepted. There was no objection from the members present and Mr. Khair's nomination was accepted.

6.4 As there was no contest for the positions, the above nominations were elected unopposed.

7 Question from Members

7.1 The following 3 questions were received from member, Mr Choo Teik Choon, by Asst Secretary, Ms Kogila to be raised at the QGM and it was addressed by Mr. Yeo and Mr. Sanjeev.

- a) What is the standard nomination form for the election of committee members by the constitution?

There is no prescribed nomination form in the AUPE constitution. It provides the flexibility for nominations for individuals and/or group within a single form. The form has been used by all branches throughout the years with no issues.

- b) What is the required notification date for the QGM prescribed by the constitution?

Under AUPE's constitution, Notice of Branch General Meeting shall be issued 7 days prior to the date of meeting. The meeting only specifies the minimum period required. The MOF/Singapore Customs Staff Branch had provided 14 days' notice for its 3rd QGM. If members feel that it is insufficient, they can feedback to the new committee who shall look into providing a longer notice period where possible.

- c) Why there is no regular update on events/activities conducted by the branch committee?

Mr. Sanjeev shared that from AUPE HQ there are various platforms that is used to communicating with our members. We have the quarterly AUPE newsletter "The Public Employee" (TPE), e-buzz email sent out to members on a weekly/fortnightly basis, the AUPE App, AUPE website, Facebook and email communications to the respective chairman and secretaries of the branch on the events and activities that are ongoing. The respective chairman and secretaries of the branch are expected to help with the dissemination of the information as well. Mr. Sanjeev noted the feedback and will remind the new committee to ensure that the communications to members in the branch are enhanced. He also requested members who were present to download the AUPE app to receive updates.

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8 Any other Matters

8.1 Mr. Alex Tan brought up that the Single Scheme should be reclassified as a Unified Scheme in the branch report and requested for this to be amended. Chairman said it will be amended accordingly. He further shared that the unified scheme is under review. Mr. Sanjeev shared that SPF and ICA have successfully implemented the scheme and it was not a salary revision exercise. Chairman informed that they are in the midst of negotiating with HRD and the review is on-going.

8.2 Mr. Choo Teck Choon urged the Committee to disseminate the AUPE courses which Union members can sign up for. These courses are often opened to all. Chairman noted on this feedback.

8.3 Mr. Alex Tan also suggested that Customs could consider giving retention bonus to older workers as most of the younger ones are leaving service when they are into their 10 to 15 years in service. To retain their knowledge, a compensation in the form of retention bonus could be considered. Chairman noted on this feedback.

8.4 Mr. Choo Teck Choon enquired on the Committee deciding to announce the QGM by giving a 14- days' notice period. He asked as to why the Committee did not inform the members, about the QGM much earlier. The short notice and having the meeting in AUPE only made it difficult for officers to attend and caused much inconvenience. Mr Choo further enquired is AUPE under democratic or secret society because even a condominium informed their resident of the QGM one month in advance.

8.5 Mr Sanjeev informed that this was in accordance to AUPE's Constitution as shared in item 7.1 sub-para (b). Mr Sanjeev also added that other branches had no issues with the 14 days' notice period and AUPE as the venue. He shared that NEA had done their QGM meeting in AUPE with 150 officers being able to attend. He also shared the Sports Council also did their QGM at AUPE and at night with about 70 members present. This showed that the location and number of days may not be the problem.

8.6 Mr Choo Teck Choon also enquired as to why the Committee did not circulate the notes of meeting or issues discussed were not shared with the members. Chairman informed that such issues and branch meeting notes could not be shared as these were confidential in nature and cannot be shared till issues are finalized and confirmed.

8.7 GS Mr Yeo reiterated the importance of proper communications, and the branch keeping HQ in the loop when communicating with Management. He cited the example of the AES issue whereby it may have gone undetected if the member had not contacted AUPE. The matter was raised to management and after rounds of negotiation, it was resolved.

9 Adjournment

9.1 There being no other matters for discussion, Chairman adjourned the meeting at 5.30pm.

Minutes recorded by: Secretary, Ms Kogila

Vetted by: Chairman, Mr Ganesh

Date: 26 Sep 2018
