

# The Public Employee

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## E-buzz Announcement!!

Have you been receiving our bi-weekly ebuzz via email?  
Do check your junk/spam. If you wish to update us with  
your email particulars, write in to:  
**[membership@aupe.org.sg](mailto:membership@aupe.org.sg)** with subject header  
"E-buzz Update".



# AUPE's 4th Quadrennial Delegates Conference

AUPE successfully held its 4th Quadrennial Delegates' Conference on 18 March 2023. The conference welcomed 144 delegates along with Deputy Secretary-General, NTUC Brother Heng Chee How as Guest-of-Honour, NTUC Central Committee members, NTUC committee members, our Public Service Division partners as well as AUPE trustees, staff and friends.



AUPE President, Bro Ng Hee Seng, kicked off the conference with a heartfelt sharing of our gratitude to our members, union leaders management partners for their trust in AUPE in the last 4 years. Their unwavering trust and support had enabled us to think out of the box and do new things in new ways during the pandemic. Bro Hee Seng emphasized that AUPE must continue to aspire to evolve as much as situations require us to, because if we can dream it, we can do it!

DSG Heng expressed his deepest appreciation for AUPE's tireless efforts during the pandemic. From distributing care packs to union



Public Service Division brothers and sisters

members to providing critical support to public officers, AUPE's leadership and dedication did not go unnoticed. He highlighted that the tripartite partnership between the government, unions and employers, were crucial in ensuring the resilience of Singapore's economy. In the post Covid period, it is ever more important to continue such strong partnership to address challenges and drive growth.

DSG Heng also thanked AUPE President Ng Hee Seng, who will be stepping down after the Conference, for his unwavering commitment to his members and the Labour Movement.



In her fraternal greetings, PSD Second Permanent Secretary, Sister Zsin Woon echoed DSG Heng's sentiments and applauded the strong partnership between PSD and AUPE. The two organisations had collaborated on various initiatives to bring about better career prospects, wage growth and stronger mental wellness support for public officers.

The conference also marked the signing of the refreshed Memorandum of Understanding (MOU) between AUPE and PSD. The MOU inked the commitment from both parties to a collaborative partnership, based on a bedrock of trust, to address workplace matters for employees and enable workforce transformation at



Signing of refreshed Memorandum of Understanding between AUPE & PSD

various levels. "The refreshed MOU is a commitment to our valuable partnership with AUPE, emerging stronger and working hand-in-hand to build a better future for our officers," shared Sister Zsin Woon.

To ensure the smooth implementation of policies, PSD and AUPE will continue to engage each other in timely consultation on reviews to existing and proposed new service-wide terms and conditions of service.



AUPE's General Secretary, Brother Sanjeev, took to the stage to share the extraordinary journey of AUPE in the past term. Despite the challenges posed by the pandemic, AUPE had managed to increase its membership to 23,000 as of January 2023. AUPE also attracted more young leaders for the new term and 42% of all AUPE leaders are women.

We advocated for public officers' wellbeing during the trying times and attained breakthroughs in 3Ws - Wages, Work Prospects and Welfare - of public officers. There was a long-awaited salary adjustment for officers while for work prospects, there was concerted efforts across the Public Sector to upskill, reskill and uplift officers' careers. Looking after the welfare of members, AUPE assisted 2000 members in their workplace concerns; extended financial assistance of more than \$2.2 million to members and their families and also organized a wide



array of social and recreational engagements with members.

Brother Sanjeev also highlighted on the 3 Ps that AUPE will be focusing on in the new term – People, Process and Place. AUPE will continue to support our officers

to be future-ready, build stronger connections with them and to innovate our service officers for members. Members can also look forward to better services aided by technology and updated facilities and amenities, making AUPE an attractive and vibrant place to be.



Introducing the newly elected EXCO



Reminiscing the journey of past quadrennial

GS Sanjeev thanked Brother Hee Seng, Advisor Brother Chun Fing and outgoing Executive Council members for their invaluable contribution to AUPE. He congratulated the newly elected Executive Council for the term 2023 to 2027 and looked forward to working closely with them to drive AUPE to greater heights!

### Jefry Bin Mohamad

President

### Noorfarahin binte Ahmad

Vice President

### Tan Sze Wei

Vice President

### Sanjeev Kumar Tiwari

General Secretary

### Ng Yanli

Deputy General Secretary

### Lakshmanan s/o Sinatamby

Deputy General Secretary

### Lim Chow Yeh Sarah

Assistant General Secretary

### Pek Teck Siong

Assistant General Secretary

### Lulu Goh

Assistant General Secretary

### Peng Chai Tin

General Treasurer

### Shaik Mohammed Bin Abdul Lathif

Assistant Treasurer

### Chan Kok Wai

Assistant Treasurer

### Executive Councillors

Raman s/o Kathavarayan  
Radziah bte Abdul Manaf  
Ramachandran Anbuselvan  
Ng Jian Hui  
Gunalan s/o Subramaniam  
Manjit Kaur  
Kalaichelvan s/o Ponnusamy  
Khamis bin Jamain

Hang Ming Heng Patricia  
Ng Hwee Yong Desmond  
Manisah bte Muhammad Asker  
Mohamed Samsudin Djunid  
Kogila d/o Vannu Gopal  
Nur Adila binte Juman  
Arul s/o Gopal Krishnan  
Aminurshahid bin Eksan

Lim Kok Wee  
Ang Huey Fen  
Pushpa d/o Ramasamy  
Tan Eng Whee  
Sheikh Abu Bakar bin Sheik Ahmad  
Chhia Yit Chern Lynn  
Mohamed Yasin bin Musa  
Kamsani bin Kamis



## Young AUPE Professional Mixer - An evening of fun & laughter!

The rainy Friday evening did not dampen the mood of our youths who turned up for the first ever Youth Social Mixer with full enthusiasm. The mixer provided youths from different agencies to mingle with each other to learn and share insights of the current industry trends. In the line-up for the evening, youths got to learn about their personality traits thru RIASEC (Realistic, Investigative,

Artistic, Social, Enterprising and Conventional) and share it with others as part of ice-breaker activity, followed by a candid sharing session on what the union can do to cater to their needs in terms of upskilling, recreational and career progression.

This was followed by a team-bonding activity whereby each team had to make 2



Youths Sharing their RIASEC Traits & Ice-breaker

mocktails without being told the measurements or ingredients. Our invited speaker, Mr Naveen Jude, talent and recruitment specialist shared his professional insights with the youth.

Melvin Ng from CPFBS shared that he looks forward for such future events and even tried his hands on making his own mocktail at home. If you are under 35 and wish to participate in future youth activities, do reach out to Riduan at: [riduan@aupe.org.sg](mailto:riduan@aupe.org.sg)



## JICHIRO Delegation Visit to Singapore

AUPE warmly hosted the delegates of the All-Japan Prefectural and Municipal Workers Union (JICHIRO) on 21 to 25 February in Singapore. This visit was part of the JICHIRO - AUPE exchange programme for officials and representatives of both organisations to learn from one another.

The key themes for this visit were the adoption of digitalisation in public administration and the migrant workforce. AUPE designed and curated a series of visits, dialogues and learning journeys with public sector



JICHIRO Delegates at AUPE

unions, government agencies and NTUC.

During their visit to AUPE, JICHIRO gave a presentation on the current state and challenges of administrating digitalization within Japan, and gained insights on Singapore's perspective on the adoption of digitalization. They also participated in interactive dialogue sessions hosted by various unions and agencies,

including HDBSU, PUBEU, SURAWU, HDB, PUB, IMDA and NTUC to learn about the adoption of digitalization in different sectors.

Additionally, JICHIRO delegates visited the Migrant Worker Centre (MWC) Recreation Club to gain insights into how assistance are provided to migrant workers to ensure their wellbeing and welfare in Singapore. They also had a short tour on the recreational facilities specially set up for the migrant workers to allow them to rest and relax on their off-days.

The JICHIRO - AUPE exchange programme serves as a platform for officials and representatives from JICHIRO and AUPE to discuss and learn from one another, strengthen the relationship between the organisation and its members, resulting in closer cooperation.



Visit to Migrant Workers' Centre



Visit to PUB

# Understanding Declaration of Financial Obligation

Public officers are required to make a declaration on their financial indebtedness when they join the service and annually thereafter, or whenever their unsecured financial liabilities exceed 3 months of their monthly salary. This ensures that public officers uphold a good financial standing and to safeguard themselves and the Public Service.



Officer found to be financially embarrassed or making a false declaration could face disciplinary proceedings which could lead to dismissal. Depending on the severity and circumstances of a financially embarrassed officer, the officer may have his roles or duties re-assigned.

It is recommended that officers engage in responsible handling of finances and anticipate unexpected circumstances.

## *When is an officer financially embarrassed?*

- The officer is an undischarged bankrupt
- He /she has outstanding debts and liabilities that exceed the limit of 3 times his/her salary.
- When testified to be a judgment debtor by the official assignee or registrar of the Supreme Court or the Subordinate Courts.
- When he/she defaults on loan repayment for 3 consecutive months.

## *What types of loans are public officers allowed to take?*

- Secured loan (housing and car loans)
- Education Loan
- Renovation Loan
- Unsecured loans or credit cards that are capped at their 3 months' salary
- Loans from Credit Co-operatives and Government

## *Can public officers borrow from licensed moneylenders?*

- Officers are not allowed to borrow from licensed moneylenders.


***AUPE members who would like to review their financial situation can contact AUPE Credit Cooperative at [coop@aupe.org.sg](mailto:coop@aupe.org.sg).***

# Guide to set-up your ACC Mobile Account

**AUPE Credit Co-operative app** is now available on Play Store (Android) and App Store (iOS).


The app provides a wide range of online service for members such as registration for new members, savings withdrawal, and access to e-statements.

**1 Download Mobile App 'AUPE Credit Co-operative'**



Available in App store (iOS) and Play Store (Android)

**2 Register your ACC mobile account**


Tap on  Enter details to register

To receive activation code via SMS, please enter a **65** before your SG mobile number


Mobile\*: **6591234567**

Our SMS Sender ID is **AUPE**

**3 Activate your Account Set up you PIN**



After you receive the activation code via SMS/Email #

Tap on  key in 6-digits activation code and create PIN\*


# Password to open attachment sent to your email is your NRIC or FIN number e.g. S1234567H

\* 12 characters PIN to consist:

- lower case letters
- Upper Case Letters
- Special character
- Numbers

**4 Login with your PIN to access e-services**

Once your account is activated

Tap on  login with NRIC and PIN

If you cannot remember your PIN

Tap on **Forgot your PIN?** to receive a temporary PIN (valid for 24 hours) via SMS/Email



# Celebrating the Year of the Rabbit

AUPE Club hosted our Chinese New Year Celebration on the evening of 3rd February. The celebration started with lion dance followed by Cai Shen Ye and live band performances. Members were able to grab the tickets at exclusive rates and enjoy food and beverages at promotional price too!

The festivity began with a heavy downpour but it certainly did not dampen the overall atmosphere. We had the God of Fortune and his

two lions touring the office, sprinkling blessings and even leaving lucky 4-digit numbers! Everyone had a great time together, having



scrumptious food, tossing the Lo Hei to welcome the year of Rabbit with prosperity.

Keep a lookout on AUPE Club Facebook page to join us for the next festive celebration and latest happenings.



## WE HEARD YOU

\$30 / hour	
AUPE Union	NTUC / AUPE Club
15%*	10%*
Minimum booking: 2 hours	

\*Discount apply off total bill, Not applicable for promotional items

### Promotion Till 30 Jun 2023

#### PACKAGE A \$158

- 2 hours usage of KTV room
- 2 Towers of beer / 1 Bottle of Aberfedy

#### PACKAGE B \$288

- 4.5 hours usage of KTV room
- 4 Towers of beer / 2 Bottle of Aberfedy

Time Slot: 4pm - 6pm | 6.30pm - 8.30pm | 9pm - 11pm

\*T&C apply

\*Discount not applicable for the promotion

\*Choice of Beer: Tiger | Heineken | Erdinger

**KTV ROOM BOOKING: CLUB@AUPE.ORG.SG**



## Quarterly Roundup of Events (Jan – Mar 2023)

### Catching up with AUPEDRW Members



More than 150 AUPEDRW members attended the members dialogue held at the ENV building on the 16th Feb 2023. This dialogue was organised in partnership with NEA. Our members were briefed on updates by AUPE, and given a refresher on HR policies that affect them. The session ended off with a dialogue where members expressed their queries regarding re-employment and performance management matters.

### AUPEDRW-NEA Collective Agreement



The Collective Agreement between AUPEDRW and NEA was signed on 22 March 2023. The key benefits included higher hardship and oiling allowances for eligible officers, helping them to cushion the impact of inflation. AUPEDRW branch officials and NEA senior management were present to witness the signing of the agreement, reaffirming the commitment to working closely towards improving the welfare of officers.

### Growth Mindset Workshop at Traffic Police



The Growth Mindset workshop, jointly organised by AUPE and Traffic Police, seeks to equip officers with an understanding of what it means to operate in a VUCA environment, and how they can adopt a growth mindset to enable them to meet the challenges at the workplace. Officers found the session insightful and immediately applicable at work.

### Lunchtime Talks



AUPE organised 3 lunchtime talks in March to allow our public officers access to bite-sized information on topics of interest, namely 'Building a Winning Team', 'Teaching your child how to plan', and 'Networking for Professionals'. These sessions were delivered by experienced practitioners in the respective fields and were attended by more than 180 public officers.

### International Women's Day



The first giveaway of 2023 was related to celebrating Women. Participants shared about "Who is a Women that inspire you the most and why?". 2 lucky winners walked away with \$50 worth of Charles & Keith voucher! Follow us on AUPE Facebook & download the AUPE App for more exciting happenings.

### March Holiday Activities for Children



Both kids and parents had a great time bonding over the various engaging activities between 15th and 16th March at the newly opened Children Museum and the Civil Defence Heritage Gallery respectively. All 50 slots were fully taken up for the Children's Museum with children wishing for a return trip. The guided tour at the Heritage Gallery provided an insightful on the history of our firefighters in the iconic building that was built in 1908.

## 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 GROUP STUDY GRANT 2023 NOW OPEN FOR APPLICATION!

Members of Amalgamated Union of Public Employees (AUPE) or AUPE Credit Co-operative with at least one year's membership as of 1 April 2023, may apply for study grants for their children.

Additional **G Muthukumarasamy Inspiration Award** for 2 awardees pursuing either a diploma or degree program from the Study Grant applications, who have shown good progress in their academic year will be selected to receive an amount of \$1,000 each. T&C apply.

Completed forms are to be submitted to AUPE or AUPE Credit Co-operative (ACC) (295 Upper Paya Lebar Road, 3rd Level, S534929) with the following:

- a. child's birth certificate; (for 1st time applicant)
- b. child's 2022 year-end examination result;
- c. (2022 Income Tax Form IR8E (employer does e-submission) or Form IR8A (employer does not do e-submission) of member and other members in his household. The Income Tax Form IR8E that is required is the one which "Includes payment and deductions for Performance and Related Bonus". An employee in the Civil Service or Statutory Board can obtain his IR8E from HRP; and
- d. Note: Graduating students (e.g. O-level, A-level final year students in 2022) and continue to study in 2023, please provide copy of Admission letter or student pass as proof of entry to next level of education.

Application closes **15 May 2023**.

Visit our website for more details on the conditions and criteria for the grant.



## We are on Socials!!

Connect with us on Facebook and LinkedIn to stay updated with latest news and articles on employment matters, events and giveaways, professional development, upskilling and more. Download the AUPE App to be the first on updates of exclusive privileges and events from us.



Facebook



LinkedIn



AUPE App

