

The Public Employee

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PUBLIC SECTOR UNION MANAGEMENT GATHERING 2023

BUILDING A STRONGER PUBLIC SERVICE: ENHANCING THE EMPLOYEE EXPERIENCE

The Public Sector Union Management Gathering (PSUMG) 2023, jointly organized by AUPE, the Public Service Division (PSD), and the National Trades Union Congress (NTUC), was held on 14 September 2023. Held under the theme of "Building a Stronger Public Service: Enhancing the Employee Experience," PSUMG 2023 brought together a gathering of 400 distinguished guests, including union leaders and senior management of government agencies; all united by a shared goal: to make the public sector a vibrant and enriching place to work.

WORKERS' COMPACT

This year's Guest-of-Honour was none other than Bro Ng Chee Meng, NTUC Secretary-General. His opening address underscored the importance of tripartism in Singapore's success, especially in the current challenging global landscape. Besides managing the micro aspects of workers' experience, it was also critical to think about how do we anchor the future of Singapore while addressing the aspirations of workers in a realistic and sustainable manner. He called upon union leaders and management to collaborate for a Workers' Compact; to ensure that the Public Service remained the strongest fabric of our society in order to meet external and internal challenges!

A FUTURE-READY, RESILIENT AND SAFE WORKFORCE

The sharing for the day kicked off with PSD unveiling recent initiatives designed to create a future-ready public service workforce. Examples of initiatives includes hybrid work environment, mental wellness programmes and opportunities for personal and professional growth that are crucial in navigating the evolving landscape of public service.

The Civil Aviation Authority of Singapore (CAAS) shared on the necessity of multi-stakeholder efforts to strengthen mental health resilience in the workforce. In an era where mental well-being is as important as physical health, CAAS showcased how proactive measures can help maintain a thriving workforce.

PUB, Singapore's National Water Agency also took to the stage to discuss how it had spearheaded a transformation in fostering a workplace culture where health and safety became everyone's responsibility. Their journey, coupled with the union's collaborative efforts, exemplified how a shared vision and proactive engagement can drive positive change.





Dialogue with Dr Benjamin Tan (CAAS),
Bro Loh Khum Yean (PSD) and Bro Ng Chee Meng (NTUC)



➤➤➤ A FUSION OF MINDS AND IDEAS

The event reached its zenith with a vibrant dialogue moderated by Bro Sanjeev Tiwari, NTUC Public Cluster Chairperson. The discussion was a riveting exchange of ideas and experiences, with the participants exploring the delicate balance between workload and mental wellness. The dialogue also shed light on ways in which workplaces can better support each other, nurturing an environment that thrives on collective well-being.

In conclusion, the Public Sector Union Management Gathering 2023 was not just an event; it was a celebration of unity, progress, and the unwavering commitment of both unions and management to the public service workforce. As the curtains drew to a close, PSUMG 2023 left a resounding message: that by working hand in hand, we can build a stronger and more resilient public service.

The vibrant discussion continued at the respective tables during the networking lunch, sparking many collaboration ideas. PSUMG 2023 was a vibrant testament to the power of collaboration and innovation, and it sets the stage for an even brighter future for the public sector workforce.



Beyond the Comfort Zone: Embracing Bold Opportunities

“This is it. It is time to move from the comfort zone of almost 30 years and explore new opportunities!”

These were the thoughts that ran thru Sister Siti Maryam’s mind when she decided to try out an entirely new portfolio.

Sister Siti has been with Central Provident Fund (CPF) Board’s Data Processing Section (DPS) since 1992, where she was responsible for processing hardcopy CPF submissions from employers. With the direction to have all employers submit CPF contributions electronically by December 2022, the function of having to process the hardcopy submissions was phased out by Q1 2023.

Staff from DPS were encouraged to explore opportunities within CPF Board. The thoughts of going through internal interviews and the need to unlearn and learn new skills filled Sister Siti Maryam with worry and hesitation.

She shared her worries with AUPE who encouraged her to be positive and assured her that CPF Board and the Union would support her in the transition efforts.

“Staying positive and looking for job opportunities that suits my capabilities is what I have to embrace and move on,” shared Sister Siti. With unwavering support and encouragement from her family, CPF Board’s HR and AUPE, Sister Siti took up a 3-months work trial in the Home Protection and Education Department.

Her new role required her to have in-depth knowledge of the scheme and strong communication skills to liaise with different stakeholders. Sister Siti actively shadowed her new colleagues, learning on the



job. Within a short span of three months, she was able to independently handle cases and general queries. She also learnt how to use bots in her work.

Sister Siti was successfully posted to the department after the work trial in August 2022.

Sister Siti displayed resilience when faced with the reality that her job function would become obsolete. She adapted and enhanced her employability by trying out a new area and learning new skills. Her perseverance and positive thinking mindset enabled her to make a successful transition to a new role and expanded her growth prospects.

Sister Siti Maryam was awarded the Model Worker Award at May Day Awards 2023. She shared, “It is surreal to think that I could be an inspiration to others! **This award affirmed that taking the first step to try new things would lead to new possibilities and new outcomes.**”

She also shared tips on how to be resilient when facing changes, “Always keep a calm demeanour when learning something new. Never shy from seeking clarification immediately.” She would also like to express her gratitude to her colleagues and superiors for their patience and always being around to guide her.





FOSTERING CAMARADERIE @ TEMASEK POLYTECHNIC UNION-MANAGEMENT GAME



All photos by TP Digital Media & Production Crew

The Temasek Polytechnic (TP) Union Management Game, held on 26 May 2023, was co-organised by AUPE-TP Staff Branch and TP's HR. Unlike the usual bowling game where the team with the highest score prevails, the TP Union-Management Game introduced an innovative blend of bowling and bingo.

Each team comprised a mix of union officials and management personnel, making it a true union-management collaboration. The objective was not merely accuracy in knocking down pins but strategic thinking and teamwork as each team endeavored to mark off specific pins on their bingo cards. In this setup, it was evident that having the best bowler on

the team did not guarantee victory; it was the collective effort that made the difference.

To add another layer of interaction and engagement, teams had the opportunity to earn additional points by mingling with other teams. This encouraged participants to go beyond their immediate circle and discover more about their colleagues' names and departments. It created an atmosphere of unity and facilitated the formation of new friendships.



Laughter and cheers resonated throughout the bowling alley, underscoring the enjoyment of the game and the company of fellow colleagues. More than just a fun day out, this union-management game served as a valuable platform for TP's staff to get to know each other on a more personal level. It was a showcase of the strong partnership between the union and management, emphasizing that when both entities work together, great results can be achieved.

Everyone eagerly anticipates the next year's union-management game, as it promises not only an opportunity for some friendly competition but also a chance to continue building strong connections and friendships with colleagues.

LEARNING ABOUT CPF SCHEMES THE FUN WAY

Central Provident Fund (CPF) Board's "Journeys" game is a fun, hands-on and informative board game that helps players learn about CPF. A group of adventurous AUPE leaders gamely played it during the Community Engagement Programme held at CPF Woodlands Service Centre on 10 May. This programme was jointly curated for participants to learn about CPF schemes, to differentiate between facts vs myths; and to be equipped with answers for basic queries on CPF matters.

Through "Journeys", which presented different decision-making scenarios at various life stages, participants learned the importance of financial planning and having enough funds to meet 3 key needs - housing, healthcare and retirement.

Participants also had a tour of the CPF Woodlands Service Centre to learn how service delivery had transformed; and customer experience enhanced with faster and more self-help ways, and greater privacy during consultations.

“

The board game gave me a better perspective on how to balance quality of life and savings. I learnt that through the schemes in place, I can save more for a fulfilling retirement.

Sis Caroline, MHA Staff Branch

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Setting your priorities right with the funds in your CPF account will help in managing healthcare expenses as we grow older. The session to clear the myths about CPF was really enlightening and helped clarified my doubts.

Sis Mageswari, MHA Staff Branch

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Happenings

Hari Raya Extravaganza

AUPE resumed our face-to-face Hari Raya Celebrations on 5 May 2023. The event, organized by the MOE Junior Staff Branch Committee, was graced by guests of all races and religions dressed in their finest attire.

The evening unfolded with sumptuous dinner and captivating activities like a fun Trivia Questionnaire on AUPE and an enthusiastic dance competition. Following that, an energetic sing-along session filled the air with the melodious tunes of Hari Raya songs. The night reached its thrilling conclusion with an exciting lucky draw!



Spectacular Futsal Skills Showcase

Held on 15 May, members from various agencies enthusiastically participated in AUPE's futsal tournament, bringing their A-game to the field. As every team battled it out, new friendships were forged, adding to the unforgettable moments created throughout the event.

"It was a fantastic opportunity to interact with fellow public service workers who share a passion for soccer. I thoroughly enjoyed played alongside them and observing their teamwork." - Bro Jefry bin Mohamad, AUPE President



May Day Lunch @ SP

In a jubilant spirit of camaraderie, Singapore Polytechnic (SP) Staff Branch organised a splendid May Day Lunch reception, warmly welcoming 200 SP staff, both members and non-members on 31 May. Amidst the sumptuous lunch, attendees were updated on the latest union membership privileges. The occasion also saw non-members seizing the opportunity to take up the valuable union membership. As an added gesture of appreciation, each member received a thoughtful May Day gift from the Branch, further emphasizing the significance of this day of unity and togetherness.



Outreach & Connecting with Public Officers

It's been a blast catching up with our public officers at bazaars and roadshows held by AUPE at various agencies over the past few months! We've also teamed up with our fantastic partners like Trust, Fairprice Scan & Go, and e2i, adding an extra dash of excitement to the mix.

We have also been buzzing with enthusiasm as we shared the latest perks and benefits with our existing members and those considering to join the AUPE family.



Public Service Week Learning Festival 2023



Public Service Week Learning Festival 2023



Bazaar @ ICA



Popcorn Giveaway at MAS Mid-Autumn Bazaar



IMDA Kopi Session



IMDA CE & DCE supporting the Kopi Session

ForwardSG @ NEA

AUPE partnered National Environment Agency (NEA) in their ForwardSG engagement on 22 Aug with NEA Staff. The event was lively and informative, with sharing by Mr Baey Yam Keng, Senior Parliamentary Secretary, MSE; Bro Sanjeev Tiwari, General Secretary, AUPE; and SkillsFuture Singapore.

Participants discussed about their aspirations and personal growth journeys. Bro Sanjeev shared the importance to have a growth mindset and embrace upskilling in the current employment landscape. AUPE is committed to walk this journey of transformation together with union members, supporting them in becoming future-ready and resilient!

National Day Celebrations

On our nation's 58th birthday, we celebrated with pride alongside our management partners and the Labour Movement at various National Day Observance Ceremonies. The day was a tribute to our country's remarkable journey.

Happy birthday to Singapore, as we move Onward as One to build a shared future, one that is inclusive and full of opportunities, in a society that is kind, caring, and big-hearted.



AUPE conducts & curates workshops that cover a wide array of topics, such as growth mindset, re-employment preparedness, financial planning and more. These initiatives are an integral part of our ongoing commitment in equipping fellow public officers with the skills and knowledge they need to be future-ready and resilient.

Upskilling in Action



Embracing Growth Workshop



at Singapore Customs



Financial Planning and Scam Awareness @ NEA



Re-imagining Retirement & Possibilities @ SportSG



Managing Conflicts and Grievances Workshop @ NEA



Future Readiness Workshop @ CPF Board



Understanding Union-Management Partnership in NYP



Understanding Union-Management Partnership in NYP

AUPE also actively engages supervisors and reporting officers to foster a deeper appreciation of union-management partnerships. These interactions serve as a platform to share with them about the vital role unions play and how our joint efforts and collaborations can elevate the workplace experience and career development journeys for all staff.



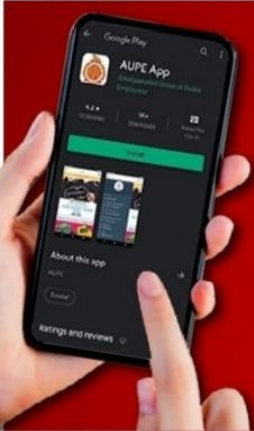
Dialogue with NYP HR Director, Julius Wikarta & AUPE Deputy Director for Industrial Relations, Noor Shyma



Dialogue with MOE School Leaders



Dialogue with MOE School Leaders



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AUPE Welfare Scheme for Hospitalisation (AWS-H)

Enjoy a peace of mind when you're hospitalised

Defray your out of pocket expenses so that you can focus on your recovery

- Claim **\$40 or \$100 per day** warded in a local hospital
- Coverage up to **68 years old**
- Affordable fees starting from **\$2/month**
- Extend this benefit to your **family members**



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