

The Public Employee

May
2024



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AUPE TURNS



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General Secretary's May Day Message

Dear AUPE Members

A Tribute to Labour

May Day is more than just a date on the calendar; it is a tribute to all workers who toil tirelessly to build our communities, shape our industries, and weave the fabric of our society. From the factory floor to the office cubicle, from the construction site to the hospital ward, every worker contributes to the symphony of progress.

Today, we celebrate the hard work, dedication, and achievements of our members across our agencies. Your dedication, commitment and good work helps drive progress in your career and personal life, and in turn, shapes our public service.

AUPE turns 65

This year marks a remarkable milestone for AUPE - 65 years of walking the journey with you, our members. We shared highs and lows, triumphs and challenges, navigating life together, hand in hand.

This journey built us a bond that strengthened over time. Through these 65 years, there are two things that stayed constant – your unwavering support and AUPE's commitment to be by your side. To celebrate us, members can expect an array of events and activities lined up for the rest of the year like informative quizzes, relaxing movie nights and more.

AUPE has also launched the UPlay Portal, where members can find engaging activities outside of the workplace to enjoy a balanced and fulfilling lifestyle with friends and family.

To ensure that our members are kept informed of AUPE's events and activities throughout the year, we are thrilled to announce that AUPE has launched our WhatsApp and Telegram channels. These channels will allow our members to stay connected with us and get the latest updates.

Cost of Living and Inflation

Yet, as we celebrate, worries surface from many aspects in life; we cannot ignore pressing issues that affect us daily. The cost of living continues to rise and may worry some of our officers. We have in place various initiatives like the UCare Fund Vouchers, AUPE Group Study Grant, G Kandasamy Scholarship and the G Muthukumarasamy Inspiration Award to help alleviate certain costs for our members.

In the larger Labour Movement network, the social enterprises like FairPrice Group are supporting union members to cope with the rising costs of living with more savings on everyday needs and expenses. This May Day, FairPrice Group had committed discounts worth more than \$4.5 million at its supermarkets and selected Kopitiam outlets in May and June.

General Secretary's May Day Message

We also tied up with merchants to bring exclusive members' rates for products and services, such as Q&M Dental and Royal Plaza on Scotts.

Better Work Prospects, Welfare and Wages

Work progression remains a critical concern. We strive not only for fair wages and welfare but also for better work prospects for our officers. Empowering individual Singaporeans means building a stronger workforce for our nation.

Hand in hand with the Public Service Division (PSD), we are pleased to be a part of the constant push for further enhanced service benefits for our officers and to safeguard their wellbeing. One prime example is the raise of the retirement and re-employment ages, to allow for longer runways for senior officers who wish to remain in the workforce.



We are working closely with PSD to review key employment benefits, such as medical, dental and enhancing wellbeing of officers, to ensure that benefits remain competitive and relevant in supporting employees' work-life needs.

Embracing Tomorrow

This May Day, let us renew our commitment to fairness, equality, wellbeing and dignity. Let us stand shoulder to shoulder, unwavering in our pursuit where every public officer is able to thrive.

AUPE will continue to champion the rights of our public officers, to be a symbol of strength and solidarity. Together with all our members, we unite as advocates for fairness, dignity and wellbeing in the workplace. Our collective efforts will build us an equitable future for all.

To all our members, let us unite in solidarity! AUPE will be here to walk the journey with you for many more years to come.

Happy Labour Day!

Sanjeev Tiwari
General Secretary
Amalgamated Union of Public Employees

AUPE TURNS 65!

Announcing exclusive deals tailored especially for
AUPE's 65th anniversary celebration!



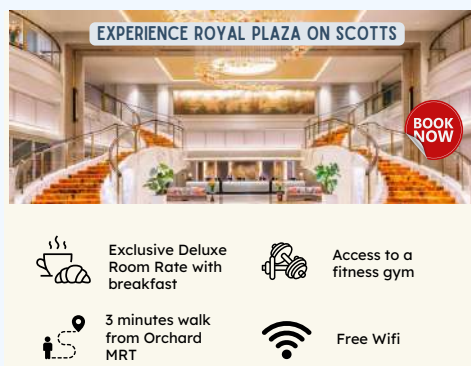
Enjoy up to 50% discount on
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Exclusive Price of 4 Wild Wild
Wet (WWW) tickets at only
\$60! (U.P: \$116)



Enjoy corporate dental rates
with Q&M



Exclusive room rates with
breakfast at Royal Plaza on
Scotts



Movie Screening
<Coming Soon!>



65th Anniversary Dinner
<Coming Soon!>

More exciting deals and activities are coming
your way in 2024!

Keep a look out for the latest updates
through our AUPE App.



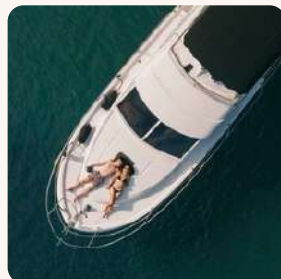
INTRODUCING A WORLD OF
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AUPE'S UPLAY PORTAL!

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THAT MAKE YOUR EXPERIENCE WITH AUPE TRULY
FULFILLING!



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Private Yacht
Rental



Singapore Cable
Car Experience



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SCAN THE QR CODE BELOW
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DENIED FROM RE-EMPLOYMENT!

First 'D' Grade in 30 years

Tanny, a dedicated employee with over 30 years of service, found herself at a crossroad as she approached her 63rd birthday. Despite her long tenure and history of steady performance, a recent grading of 'D' for her job performance left her ineligible for re-employment. Feeling the weight of injustice, Tanny turned to AUPE for support.

Unclear KPIs & Reduced Scope

For years, Tanny had been an integral part of her organization, faithfully serving in her department until a significant change disrupted her role. The functions of her department were outsourced, leading to a drastic reduction in her job scope. Suddenly, a role she knew well was transformed into a vague position with no clear key performance indicators (KPIs) set.

Tanny was open to jobs in other departments but there were no suitable opportunities after months of internal searches and interviews. Eventually, Tanny stayed in her old department with a much

smaller scope of work after more than 8 months. Without the clear KPIs and a significantly smaller job scope, Tanny's performance paled in comparison to her peers. She was given a disappointing 'D' grade, a stark departure from her consistent 'C' performance in the past. Recognizing the unfairness of penalizing her for circumstances beyond her control, AUPE took up the case.

Appeal for Re-employment

We appealed for her to be offered re-employment, arguing that she should not be disadvantaged due to the organisation's restructuring and lack of clarity and scope in her given role. It was management's responsibility to assign a job scope corresponding to a staff's job grade.

After extensive discussions at various levels, the organisation maintained the 'D' grade, citing relative performance metrics.

Undeterred, AUPE urged the organisation to explore ways to support Tanny, in consideration of the

circumstances cited and her years of dedicated service.

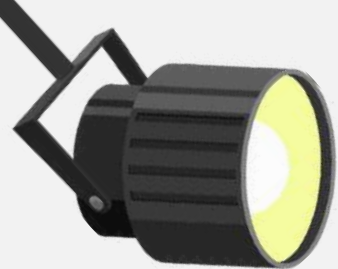
Training Grant for Upskilling

The organisation considered the suggestions and offered a training grant. The grant was designed to help Tanny re-skill and enhance her employability, paving the way for a smooth transition to a second career post-retirement.

While the outcome might not have been the re-employment Tanny had hoped for, the support from AUPE and the training grant helped Tanny greatly in preparing for her future.

Through this experience, Tanny not only found advocacy and support but also an opportunity to grow and adapt. The union's role in standing up for its members and providing avenues for skill enhancement highlight the importance of unions in today's workforce. As Tanny prepares for the next chapter of her career, she does so with gratitude for the support that has helped her navigate this challenging transition.





WORKER 4.0 SPOTLIGHT: SISTER PREETHY

Empowering Through Perseverance and Learning

Preethy first embarked on her professional journey with SportSG in 2011 as a guest officer. Actively involved in SportSG's Staff Branch Committee with AUPE, she serves as the branch's Assistant Secretary.

With the emergence of Artificial Intelligence (AI) and digitalisation, Preethy recognised the importance of reskilling and upgrading to keep pace with the evolving job demands. Instead of shying away from technological advancements, she took the bold initiative to enroll in a Data Visualisation course. Through this course, she learnt how to enhance communication and leverage on technology for better presentation and understanding of visitor data. This led to the implementation of innovative projects like the "Stadium Senior People Counting System" across 13 sports centres to boost engagement, integrating technology as part of the Future Smart Sport Centre project.

Rather than staying stagnant, Preethy embraced every opportunity to expand her skills and knowledge through continuous upskilling, adapting to the evolving landscape of her work environment.



Preethy attending the OTCI Graduation Ceremony 2023 and receiving an award from NTUC Secretary General Ng Chee Meng



Preethy (third from left) at a SportSG event

Preethy's motivation to learn did not stop at the realm of technology. She understood the significance of mental well-being in fostering a healthy and supportive workplace culture. With unwavering dedication, she pursued certifications in Para Counselling and Peer-to-Peer Mental Well-Being Support, demonstrating her commitment and resolve to create a supportive and conducive workplace for herself and her colleagues.

SportSG recognised these efforts and appointed her as a Crisis Support Ambassador and Care Officer. However, Preethy's drive for knowledge empowered her to keep learning. She pursued further certifications, including the Behaviour Analyst Certification, showcasing her commitment to understand the human behaviour and her drive to continuous learning.

Today, Preethy has climbed through the ranks to become an Assistant Centre Manager. Her journey serves as a reminder that success is not just about reaching the destination but also about the transformative journey taken to get there.

With every step she takes, Sister Preethy reinforces the importance of lifelong learning and encourages others to embrace change, adaptability, and growth in their own professional endeavors.

**“NEVER STOP
LEARNING,
BECAUSE LIFE
NEVER STOPS
TEACHING.”**

TO-GATHER: POWER OF WOMEN

International Women's Day: Celebrating Empowerment & Unity

Themed 'To-Gather: Power of Women', celebrating womanhood, empowerment and unity, the AUPE Women's Committee organised 'Up Close & Personal with General Secretary (GS) and General Treasurer (GT)' on 1 March 2024. Moderated by Sister Sarah Lim, Assistant General Secretary, both GS Sanjeev Tiwari and GT Peng Chai Tin were invited to be in the "hot-seats" for candid views on building women capabilities and growing into leaderships.

Questions were posted via the pigeonhole platform, with topics centering on how women can break through the barriers to female leadership and what roles can men undertake to support women.

GS acknowledged that women usually accomplished their responsibilities in silence, without seeking for any returns and always putting their needs and wants before themselves.

He encouraged leaders to find ways to provide opportunities for female colleagues and leaders. He



hoped that these opportunities could raise their confidence to shine and embrace bigger roles.

The panelists agreed that caregiving is a sensitive and stressful responsibility. AUPE is exploring having a support structure for caregivers. GS emphasised that caregivers also need their "me-time" for mental well-being. GT added that school staff do not have the chance to work from home daily. However, Flexible Work Arrangements (FWA) are extended to staff during school holidays to accomplish administrative work at home and the priority is given to those caring for young children and the elderly.

The session concluded that FWA, self-care and enhancing caregiving support are some of

the main concerns among the workers. AUPE will continue to advocate for enhancements in these areas.

Fostering a strong support and inclusive environment within the union can encourage more women to take on leadership roles, enabling the union to benefit from their perspectives and experiences. By actively participating in union activities, voicing their concerns and collaborating with other members, women can make significant contributions to better the well-being, welfare and work prospects of our workforce.



MINI LEARNING LUNCHTIME SERIES



Partnering SG Courts, AUPE conducted the Mini Learning Series 2024 for Operations Support Officers and Court Orderlies. Close to 40 officers who provide corporate admin support functions in areas including administration, documentation, logistics coordination and secretariat participated actively in the series!

Topics covered include:



Changes at Work



Impact on Workforce



Stretching Your Dollar



Technology Skills & Scam Awareness



Understanding CPF Insurance Schemes

These topics were identified to help attendees heighten awareness on the importance of reskilling to remain relevant, and to be future ready vis-à-vis ongoing transformations. The financial literacy components were designed to help with

personal financing in the face of rising cost of living, as well as educate on the importance of building one's retirement nest as life expectancies increase.

AUPE also covered the functional competencies framework which SG Courts launched in 2023, to remind officers on applying these expected competencies for their work and training. By emphasising the importance of applying these competencies in their daily work and training, AUPE aims to enhance the effectiveness of the officers through gaining valuable insights shared during these sessions.



STRENGTHENING BONDS AND LEARNING FROM THE AUPE-JICHIRO EXCHANGE PROGRAMME

In an era marked by globalisation and interconnectedness, the exchange of knowledge and experiences between union officials and representatives of different nations becomes paramount. As part of ongoing exchange programme between AUPE and the All-Japan Federation of Prefectural and Municipal Workers' Unions (JICHIRO), a Singapore delegation comprising of representatives from AUPE and 3 other public sector unions visited Japan in March. The visit delves into two learning themes - Japan's Environmental, Social, and Governance (ESG) journey and Supporting the Silver Generation.

Japan's ESG Journey

With sustainability emerging as an important priority for long-term resilient economic growth, Singapore's Green Plan 2030 underscores its commitment to mobilise businesses and citizens towards the advancement of sustainable development efforts.

Through this exchange, participants gained insights into Japan's strategies to enhance sustainability, the support mechanisms and how the workforce is being prepared for sustainability initiatives.

Silver Generation

As the ageing population continues to grow in Singapore, preparing societies for the needs of an ageing demographic is a critical priority. Japan's experience in addressing the challenges of an ageing population offered invaluable lessons for Singapore. From healthcare and caregiving systems to leveraging technology for eldercare and being financially prepared, participants picked up useful lessons from Japan's policies and practices.

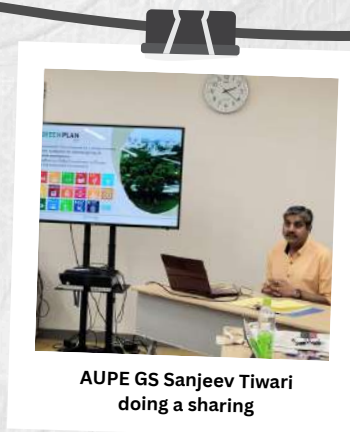
Sharing of Singapore's Experience

AUPE also shared an overview of Singapore's strategies in these areas, highlighting the impact on public officers and how the unions are advocating for the

organisational initiatives while attending to the holistic well-being of our members, focusing on wages, welfare and work prospects.

AUPE representatives also visited JICHIRO offices in Central Tokyo and Gunma Prefecture, Nursing Care Workplace at Social Welfare Corporation Zenkoukai which provides full-service management of nursing homes for the elderly and management of support facilities, and the Shikishima Water Purification Plant.

While AUPE's visit to Japan draws to a close, the collaboration continues beyond the exchange programme. The strong collaboration between AUPE and JICHIRO serves as a testament to the power of international cooperation in addressing shared challenges and seizing opportunities for collective growth.



CARING FOR OUR MEMBERS



*In 2023, AUPE disbursed financial assistance of more than **\$415,000** through various assistance schemes, benefitting over **700** AUPE Union Members.*

Hospitalisation Benefit

Among the invaluable resources available to AUPE members is the AUPE's Welfare Scheme for Hospitalisation (AWS-H), which provides eligible members with a **cash benefit of up to \$100/day** when they are warded in a local hospital. The scheme aims to help members defray out-of-pocket expenses so that they can focus on their recovery.

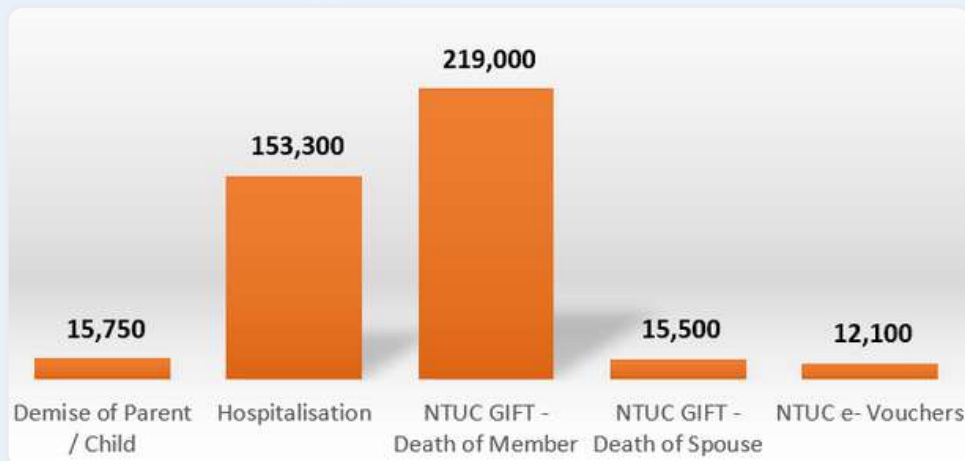
Mr Cedric Teo, an AUPE member for 38 years, was hospitalised for 55 days between September 2023 and January 2024. He shared that being on one of the AWS-H schemes with the payout of \$100/day had covered his expenses significantly.

"I am very satisfied with the support and assistance provided by AUPE in my claims. The online claim submission process was a breeze. Once processed, the claim amount was transferred to my bank. I fully recommend the Hospitalisation Scheme to all AUPE members as the scheme is beneficial and helpful."

Mr Cedric Teo



Mr Cedric Teo (bottom right) with his colleagues



Group Insurance Coverage

The NTUC GIFT Insurance coverage is automatically extended to all AUPE union members and their spouses below 65 years old. The policy offers coverage for Death, Total/Partial Permanent Disability, with a substantial **sum assured of up to \$40,000**. Members who are 65 years and above may be eligible for extended coverage if they meet the membership tenure criteria.

Mr Kuan Choon Huay, who was 72 years old, was an AUPE Union member until he passed away in December 2022. Mr Kuan was covered under the NTUC GIFT Extension. His nominated beneficiary, Ms Qua Lay Tin, received a payout of \$7,500.

Nominate Your Beneficiary

Have you nominated your beneficiary for NTUC GIFT? Doing this nomination will facilitate a smooth claim process for your loved ones. In the absence of a nomination, a Letter of Administration or an Inheritance Certificate from the Syariah Court (for Muslim families) will be required. Submit your nomination today!

"The NTUC GIFT helped to defray expenses incurred during my brother's demise. I am grateful for the assistance and excellent support provided by the Union during times of need. The Union truly operates with a heart! Kudos to AUPE!"

Ms Qua Lay Tin, sister of late member, Mr Kuan Choon Huay.

Apply for AWS-H here:



<https://bit.ly/aupeawsh>

Submit Nomination Form here:



<https://bit.ly/aupe nomination>

EMPOWERING MEMBERS TO ACHIEVE THEIR DREAMS

The G Kandasamy Scholarship Award aims to inspire AUPE members towards lifelong learning and to pursue their aspirations at recognised universities/polytechnics/institutes of higher learning.

Heartiest congratulations to the 2 union members who had been selected to receive the G Kandasamy Scholarship Award 2023. We caught up with the 2 awardees to find out more about their journey and thoughts on receiving this award.



G Kandasamy Scholarship Award Recipient: Ms Ho Xin Yi

Ms Ho Xin Yi is currently working as a Cargo Customs Officer at the Immigration and Checkpoints Authority. Ensuring the smooth and secure flow of goods across borders and balancing efficiency with stringent security measures comes with its own challenges. Her role has granted her a profound understanding of the critical nature of logistics in maintaining the integrity of global trade and security. Hence, she decided to pursue a degree in Logistics and Supply Chain Management to deepen her understanding of the field.

How do you feel about receiving the Award?

Receiving the G Kandasamy Award makes me feel that my hard work and effort are being recognised, particularly going through the stress of managing both my work and studies. It makes me feel that whatever I am going through is acknowledged and worth it.



Working and juggling studies is no easy feat. What is your motivation?

What motivates me the most is the continuous support from my family, friends, and colleagues, especially my younger sister. She encourages me to step out of my comfort zone and study again after 5 years of working.

Another thing that motivated me is my life goal of achieving a degree since I was young. My dream of wearing a mortarboard at graduation motivates me to strive and work hard toward my goal.

Any advice for working adults who are also thinking of pursuing further studies?

At the start of my first semester, I felt the sudden increase in workload overwhelming. Therefore, effective time management became critical to balancing my work and study commitments, which required structured planning and precise scheduling of my time.

Maintaining a well-organised schedule is crucial to completing both tasks on time, especially when faced with overlapping deadlines for work projects and school assignments.



Ms Ho Xin Yi (in blue) with her family

G Kandasamy Scholarship Award Recipient: Ms Santhi D/O Chelliah

Ms Santhi D/O Chelliah works at Sport Singapore (SportSG) and is currently seconded to the Public Service Division as a Community Relationship Executive, ServiceSG. In her role, she focuses on improving the accessibility and efficiency of government services for Singaporeans, ensuring a seamless experience for all.

During her tenure at SportSG, Santhi initiated various fitness programmes and volunteered for major sporting events such as the SEA Games and PARA Games in 2015.

Outside of work, she is pursuing a Masters in Gerontology at the Singapore University of Social Sciences (SUSS).

How do you feel about receiving the Award?

I am greatly honoured to receive the Award, a recognition that holds immense meaning for me and I am truly thankful to AUPE for this empowering opportunity.

My admiration for Mr G Kandasamy began when I joined AUPE as a branch committee member in 2009 and was introduced to his story "That Fellow Kanda: Biography of G Kandasamy – 50 Years Of A Unionist". The narrative not only captured the essence of his leadership and dedication but also inspired me to continually upgrade myself and contribute more meaningfully to the community.

Guided by his remarkable legacy, I embarked on a lifelong learning journey, initially from Basic Certificate in Industrial Relations to Diploma in Employment Relations, leading to my Degree in Social Work and a Masters in Gerontology.



Ms Santhi (in blue) with her family

As a fan of his life's work and legacy, this scholarship feels particularly special, symbolising a connection to a figure whose values and commitment to advocacy echoes with my own aspirations.

What motivated you to take up a Masters in Gerontology?

A Masters in Gerontology enables me to gain a holistic understanding of ageing through a multidisciplinary approach. There is a growing need to address the challenges and opportunities arising from our ageing population. I would like to make a meaningful impact on society by contributing to better policies, services and support systems for the elderly.

This field was particularly "eye-opening" for me, to care for my parents with chronic illnesses as well as contribute positively to the lives of others in similar situations. I was able to engage with the ageing community, advocate for the elderly through various networking platforms and work towards societal change that ensures respect, care, and inclusion for older adults.

"Remember, perseverance is key, and don't hesitate to seek support when needed. When the going gets tough, stay motivated by recalling the reasons behind your pursuit of further education."

How does your field of study help you in your workplace?

ServiceSG delivers over 400 integrated government services to serve citizens better. My course of studies enabled me to gain in-depth knowledge of policies and programmes impacting the elderly, especially in healthcare, social and community support services. With these knowledge, I am better equipped to guide older citizens through various government schemes and services, personalised to their needs with gerontological principles guiding the way I work efficiently and empathetically.

The knowledge and skills acquired have not only enhanced my professional capabilities but also enriched my personal perspective, fostering a deeper compassion and understanding of life.

Any advice for working adults who are also thinking of pursuing further studies?

I would like to thank AUPE for its generosity and being an inspiration for members to embark on lifelong learning and contributing back to the community.

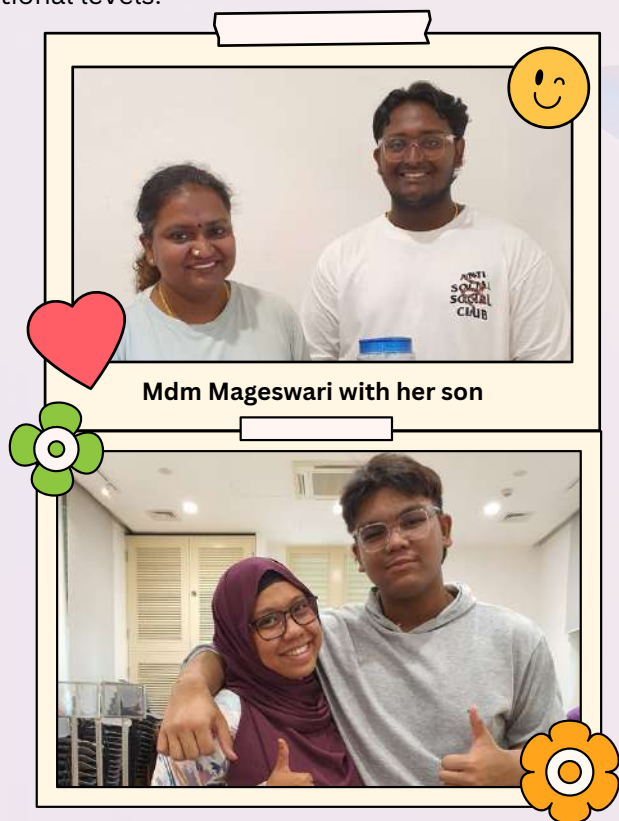
For members considering part-time studies, my advice is to choose a course that aligns with your career goals and interests. Balancing work, studies, and family commitments are challenging, but with proper planning, support, and the right mindset, achieving your educational aspirations is entirely possible!

INSPIRING OUR FUTURE

More than to \$42,000 awarded to 214 recipients of the AUPE Study Group Award 2023

The AUPE Group Study Grant Award aimed to help members from lower household income to defray essential school expenses. A total of \$42,450, funded by AUPE, AUPE Credit Co-operative and NTUC U Care Fund, were disbursed to recipients from the various educational levels:

Primary	45 recipients
Secondary	64 recipients
ITE/Pre-U/JC	39 recipients
Polytechnic	41 recipients
University	25 recipients



Mdm Mageswari with her son

Mdm Nur Izyan with her son

Mdm Mageswari, a beneficiary of the AUPE Group Study Grant Award, expressed her gratitude, stating that the award would alleviate the financial strain by enabling her son to procure necessary school supplies and materials. Her son, who aspires to join the Singapore Armed Forces, stands to benefit greatly from this scheme.

Another beneficiary of the AUPE Group Study Grant Award, Mdm Nur Izyan, mother of two boys, echoed Mdm Mageswari's sentiments. The study grant enables her children to obtain the essential school materials needed for their education. Her elder son dreams of owning a motorcycle workshop, while her younger son aims to work with construction machineries in the future.

Both Mdm Mageswari and Mdm Nur Izyan extended their heartfelt thanks to AUPE for consistently providing study grants and other benefits throughout the year.

G Muthukumarasamy Inspiration Award

In recognition and honour of the late G Muthukumarasamy, General Secretary of the former Amalgamated Union of Daily Rated Workers (AUPDRW), the G Muthukumarasamy Inspiration Award was launched in 2023.



2 awardees pursuing a diploma or degree program and had shown good progress in their academic year were awarded \$1,000 each.

Mr Ong Kok Hoe's son, Ong Zi Hao, was 1 of the deserving recipients. Mr Ong shared the profound impact of the award on his child's academic journey, inspiring his child to strive for excellence in pursuit of his dreams. He emphasised the importance of hard work, encouraging both parents and students to constantly seek motivation and challenge themselves.

Time to receive the awards!

The awards ceremony took place on 28 October 2023 amidst the lush greenery of Singapore Botanical Gardens. Adding to the celebratory atmosphere, the ceremony featured a delightful Terrarium-making workshop conducted by National Parks Board's officials. The therapeutic session provided a platform for children to bond with their parents, fostering a sense of togetherness and joyous camaraderie. The recipients expressed their happiness and gratitude for the award, acknowledging AUPE for taking care of their well-being.

We would like to extend our heartiest congratulations and here's to their children achieving their dreams in the future!



2024

AUPE GROUP STUDY GRANT

Online application opens from
1st April - 15th May 2024
via bit.ly/aupestudy2024



Additional G Muthukumarasamy Inspiration Award 2024

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

Terms and conditions apply



since 1965

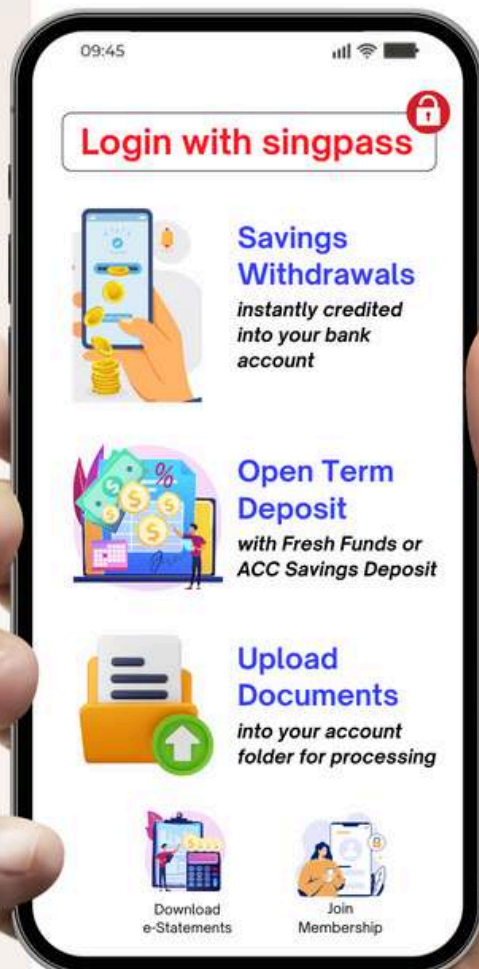
AUPE
CREDIT CO-OPERATIVE
Preparing You For A Better Tomorrow

New Features now available

Access your account on the move



Update the app on
Apple App Store or Google Play Store



#HAPPENINGS

SPREADING JOY TO RESIDENTS AT THE SOCIETY FOR THE AGED SICK

AUPE Volunteers brought a festive cheer to the elderly residents at the Society of the Aged Sick on 21 December 2023 by distributing Christmas goodie bags to 140 residents.

A heartfelt thank you to our members and the NTUC U Care Fund for spreading joy to the beneficiaries with your generous contribution and enthusiastic support! This act of kindness would not have been achievable without you.



Celebrating the Year of the Dragon

AUPE Club hosted the vibrant Chinese New Year Celebration 2024 on 16 February 2024. The festivities began with a lively lion dance performance, setting the stage for the grand entrance of the God of Fortune, who generously bestowed blessings throughout AUPE's office and even provided some lucky 4-digit numbers!

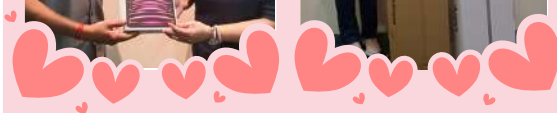
The excitement continued with a highly anticipated Lohei session and a scrumptious buffet that left everyone feeling festive and full of joy! But that's not all! Participants were also treated to an energetic live band performance and even stood a chance to win some lucky draw prizes (worth up to \$1,400)! It was an enjoyable night! We extend our hopes for prosperity to everyone in the Year of the Dragon!



64TH ANNIVERSARY GIVEAWAY

Congratulations to all the 10 winners of the 64th AUPE Celebration Photo Contest! Participants shared their fun moments at Universal Studios Singapore on Facebook and creative entries stood a chance to win attractive prizes such as iPad Pro, Dyson V12s, D'Resort Staycation, vouchers and more!

Congratulations to all our winners! Stay tuned for exciting events for AUPE's 65th celebration this year!



#HAPPENINGS

A DISPLAY OF COLLECTIVE EFFORTS AT ITE MANAGEMENT-UNION GAMES (MUG)

The first Management-Union Games (MUG) since COVID-19 served as a lively opportunity to promote camaraderie and teamwork. Held on 23 February 2024, this event brought together members from AUPE-ITE Staff Branch, ITE Management, and the Union of ITE Training Staff (UITS) for a day filled with friendly competition and collaboration.

The games kickstarted with a welcome address by AUPE GS Sanjeev Tiwari. Participants were then divided into three teams each comprising a mix of AUPE members, Management, and UITS members, fostering cross-functional collaboration from the get-go. The games demonstrated the teams' ability to work towards a common goal while having a blast, showcasing the collective effort and enthusiasm of all involved.

As the games came to an end, it was time for a vibrant Lion Dance Performance accompanied by the auspicious appearance of the God of Fortune. The session then wrapped up with a hearty toss of the Lohei and a sumptuous buffet!

AUPE looks forward to further collaboration opportunities with ITE, recognising the value of partnership in enhancing staff development and fostering a dynamic work environment. Here's to many more MUGs filled with fun, laughter and win-win outcomes for both Union and Management!



STRENGTHENING PARTNERSHIP WITH MOE SCHOOL LEADERS

AUPE met up with newly appointed school leaders at the MOE's HR Management Familiarisation Programme (HRMFP) on 6 March for a meaningful dialogue. The HRMFP aimed to acquaint school leaders with critical HR matters, including MOE-Unions partnership. MOE HR elaborated on the collaborative partnership with unions, in areas such as consultation during policy development, addressing workplace concerns, and jointly communicating policies to the workforce.

AUPE Assistant General Secretary, Ms Lulu Goh, shared on the union's strategies for addressing workplace matters and emphasized on preparing members for the future. We encouraged school leaders to view unions as essential partners in fostering a conducive work environment.



Additionally, the dialogue touched on the importance of staff stepping forward as union leaders. We expressed gratitude for the support towards union leaders and emphasized the value of this collaboration. Together, we aim to promote the well-being and success of the MOE workforce!

UNDERSTANDING CHOLESTEROL HEALTH @ SG COURTS

In partnership with SG Courts, AUPE organised a lunchtime webinar on "Cholesterol Health". Close to 120 attendees attended the session which focuses on health education on cholesterol and the preventive measures. It was an engaging session and we hoped the participants learnt that "prevention is better than cure" and will take measures to take good care of their health!



#HAPPENINGS

RENEWING OUR COMMITMENT TO A STRONG COLLABORATION

Temasek Polytechnic and AUPE successfully renewed our collective agreement (CA) on 6 February 2024; with enhancements such as:



Family-care leave



Goodwill payment in the event of redundancy



Flexible work arrangements to support work-life needs

Mr Peter Lam, Principal & CEO, highlighted that the CA is a statement of trust between TP & AUPE and a commitment to continue working together for the benefit of all TP staff. Our relationship, cemented in deep trust, will enable us to address future challenges.

AUPE General Secretary, Mr Sanjeev Tiwari, spoke about the importance of keeping pace with transformation and both TP & AUPE are committed



to help staff upskill and stay future-ready! AUPE looks forward to the continued collaboration to enhance wellbeing and work prospects of TP staff!



SPORTSG CE VISIT

AUPE was glad to host SportSG's Chief Executive, Mr Alan Goh, for a visit at WISMA AUPE. We shared insights into the union's work at SportSG and public-sector wide. Together, we delved into robust discussions on staff matters and explored partnership opportunities, aiming to enhance union-management collaboration within SportSG.



SP EXPLORER INTEREST GROUP - LIGHT TO NIGHT WALK @ CIVIC DISTRICT

The Singapore Polytechnic Staff Branch Committee's Walking Interest Group first adventure for 2024 was at the Light to Night Festival. The group immersed in interactive displays and captivating art installations as they explored the Civic District and National Gallery, taking plenty of pictures for memories. It was the perfect way to wind down at the end of a work week, enjoying the creative energy of the festival and companionship of like-minded colleagues!

