

The Public Employee

Aug
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65 YEARS OF WALKING THE JOURNEY WITH YOU!



Before 1950's

Public service workers were paid as low as 50 cents a day and faced financial difficulty, poor welfare benefits and work prospects.



1960's

On 7 June 1963, more than 1000 nurses went on strike due to issues of salary and poor working conditions. After a day of strike, then-PM Lee Kuan Yew and AUPE representatives agreed to refer the matter to arbitration and the strike ended on 12 June 1963.



1959

AUPE was founded by Mr G Kandasamy through the merger of the Singapore Postal Workers Union and the integrations of several public service unions.



1970's

Wisma AUPE was officially opened on 2 April 1972 by then-PM Lee Kuan Yew, who also announced an unprecedented 13th month pay for all civil servants that month, in addition to the usual December bonus.



1980's

The hospitalisation scheme was introduced to alleviate financial burden on members.

AUPE Sports and Recreation Club was founded in 1987 to provide social, sports and recreational activities for members, their families and friends.



1990's

Expansion of economic services e.g. food services and publishing through AUPE General Services Co-Operative (GSC), which today also manages the hospitalisation loan guarantee schemes.



2000's

Formation of the AUPE Group to consolidate and pool resources and functions of the Union, Credit Co-op, GSC and Club.



2010's

AUPE and PSD affirmed Labour-Management ties with an MOU, with both parties pledging joint consultations on existing and new service-wide employment terms and conditions.



2020's

During the challenging Covid-19 period, AUPE stood as a strong advocate for our members, ensuring their voices were heard and that safe work environments and practices were maintained. Our partnership with PSD through initiatives like CTC played a vital role in preparing members to be more future-ready.



The Cluster Training Committee (CTC), formed in 2019 by AUPE, PSD, and CSC, focuses on anticipating future jobs, addressing skills gaps, redesigning jobs, and developing training plans to ensure public officers remain employable and productive.

LATEST ENHANCEMENTS TO SERVICE BENEFITS FOR PUBLIC OFFICERS

AUPE appreciates the recent Government's positive response to the union's calls for improvements to benefit schemes for public officers, which includes 3 areas:

- 1) \$500 'FlexiGrow' Annual Allowance
- 2) Increased Claim Limit for Medical & Dental Expenses
- 3) Increased Retirement & Re-employment Age



\$500 'FlexiGrow' Annual Allowance

To empower eligible Civil Service officers to support their health, well-being and growth, they will receive a \$500 annual allowance which can be used flexibly for these purposes, starting from Oct 2024.



Increased Claim Limit for Medical & Dental Expenses

To better care for officers' medical and dental needs, outpatient per-visit caps for private clinics will be increased from \$20 to \$50, and the annual dental limit from \$120 to \$250, effective from 1 Jan 2025.



Increased Retirement & Re-employment Age

With higher life expectancy, many older officers want to continue to stay active and meaningfully engaged at work. The Public Service will be taking the lead to raise our Retirement & Re-employment Age from 63/68 to 64/69 from 1 Jul 2025, one year ahead of the national timeline.

JOIN US BEFORE IT'S TOO LATE!

To be represented by AUPE in a grievance matter, members need a minimum of six months of fully paid-up membership. This policy underscores the importance of joining the union before encountering any issues.

Why is this important? AUPE is built on the principles of proactive industrial relations and the consistent support of our members. This recognition and trust did not happen overnight; it was earned through dedication and resources over time.

One may ask, how about resolving this issue by paying a lump-sum of 6 months membership fees?

Paying a lump sum for six months of membership does not address the need for continuous support and loyalty. The duration of membership is crucial as it signifies long-standing support for AUPE's values and mission. Allowing a monetary workaround would undermine the importance of union membership. To ensure fairness and uphold the value of ongoing support, we encourage members to join the union early, before any issues arise.

While there are exceptions where AUPE might offer guidance to newer members out of goodwill, full representation is reserved for those who meet the six-month requirement. By joining early, members can ensure they receive full support when needed.

CELEBRATING UNION-MANAGEMENT RENEWED PARTNERSHIP THROUGH A REFRESHED COLLECTIVE AGREEMENT

In the first half of 2024, AUPE successfully renewed three Collective Agreements (CAs), marking a significant achievement in our ongoing efforts to foster a supportive and progressive working environment.

The renewals with Institute of Technical Education (ITE), Science Centre Singapore (SCS) and Sentosa Development Corporation (SDC) highlight the power of collaboration and unity between AUPE and our management partners, as we work together to address the evolving needs of our workforce.

These renewed agreements, effective from mid-2024 to 2027, emphasize the importance of professional development, caregiving support, and employee well-being.

Across the board, there have been enhancements to leave entitlements, recognizing the evolving needs of our workforce. This includes expanded support for family caregiving and broader opportunities for career advancement and skills upgrading.

Looking ahead, AUPE and our management partners are dedicated to upholding the principles outlined in these Collective Agreements. AUPE remains steadfast in commitment to supporting our employees' personal and professional growth while ensuring their well-being is prioritized.



AUPE-ITE
CA Signing



AUPE-Science Centre
Singapore CA Signing



AUPE-Sentosa
CA Signing

NTUC MAY DAY AWARDS 2024:

179 May Day Awards were presented to Labour Movement leaders, workers and partners for their contributions towards helping workers achieve better wages, welfare and work prospects.

There were 10 Public Service awardees, including 7 nominated by AUPE, recognized both at the individual and organizational levels for their instrumental roles in driving positive change within their respective spheres.

They have embraced innovative programmes and solutions to transform workplaces, promoted lifelong learning initiatives to enhance workers' employability, represented workers' concerns, and served as exemplary leaders and role models.

AUPE wishes all awardees our heartiest congratulations!

To read about their contributions, scan the QR code or visit <https://bit.ly/maydayawards2024>



Congratulations!



to our awardees and Public Service partners!



Shaik Mohammed
Assistant Treasurer
AUPE
Comrade of Labour



Kandhavel Periyasamy
Divisional Director
Ministry of Manpower
Friend of Labour



Preethy D/O Mohanan
Assistant Centre Manager
Sport Singapore
Model Worker



Seshagiri Rao
Senior Executive Engineer
National Environment Agency
Model Worker



Mohammad Fairul
Executive
Singapore Courts
Model Worker



Han Kok Juan
Director-General
Civil Aviation Authority of Singapore
Medal of Commendation



Chin Sak Hin
Senior Advisor
Sentosa Development Corporation
Medal of Commendation



Ong Toon Hui
Former Dean and CEO
Civil Service College
Partner of Labour Movement



Jane Chia
Senior HR Director
Institute of Technical Education
Partner of Labour Movement



Ministry of Sustainability and the Environment
Singapore
Plaque of Commendation



WORKER 4.0 SPOTLIGHT: BROTHER SESHAGIRI

Embracing Challenges as Learning Opportunities

Seshagiri began his journey at the National Environment Agency (NEA) in 2007 as a Grade 8 Technical Support personnel, assisting with troubleshooting motors and switching gears. Promoted to Grade 7 in 2009, he managed maintenance contracts and ensured equipment reliability, demonstrating his dedication to safety and efficiency.

In 2010, Seshagiri took on a pivotal role in assisting with a crane upgrade project, ensuring meticulous adherence to specifications and safety protocols. This experience highlighted his ability to integrate new technologies and practices into his work while maintaining high standards of safety and efficiency.

2013 marked another milestone for Seshagiri with his involvement in the Ash-Crane refurbishment projects, where he replaced cab-tyre cables, installed new panels, and tested and commissioned three cranes. Although he faced initial challenges, he learned from his mistakes and successfully managed the subsequent two cranes, completing the job on schedule. This endeavour demonstrated his commitment to innovation and adherence to safety standards.

Seshagiri's promotion to Grade 6A in 2015 was testament to a journey of continuous improvement. Under the guidance of supervisors and through self-directed learning, he honed his troubleshooting skills by leveraging on new technologies such as the latest Fluke meters which helped him to resolve crane load cell issues more efficiently. Although staying up-to-date with new tools and equipment could be confusing at first, practice made his job easier and faster.

The pinnacle came in 2019 with Seshagiri's promotion to Senior Executive Engineer, a recognition of a decade-long commitment to ensuring crane availability for plant operations.

In December 2023, a cable malfunction required another replacement. This time, Seshagiri led the project with his colleagues, using his experience and knowledge from the previous project. The job was completed smoothly and on schedule, showcasing his leadership and growing proficiency in handling critical projects from start to finish.

Looking ahead, Seshagiri remains committed to embracing challenges and enhancing his skills, supported by supervisors and colleagues. His journey at Tuas South Incineration Plant continues to evolve with a dedication to excellence and continuous improvement.

Seshagiri was awarded the Model Worker at the May Day Awards 2024. He shared, "It was a tremendous recognition of my efforts and dedication, and I was overwhelmed with gratitude and joy. This award is not just a personal achievement but also a testament to the hard work and support of my colleagues, family, and friends who have been with me throughout my journey. This recognition motivates me **to learn skills out of my comfort zone because they enhance my knowledge and streamline my workflow, helping me stay relevant in the current workforce.** I recommend others to upskill and upgrade for the same reasons: it not only broadens their expertise but also increases efficiency and ensures they remain competitive in their field."

“
IT ALWAYS SEEMS
IMPOSSIBLE UNTIL IT'S
DONE.
- NELSON MANDELA
”



Seshagiri receiving the Model Worker award from NTUC Sec-Gen Ng Chee Meng



A FUN-FILLED CELEBRATION FOR FATHER'S DAY

315 AUPE members and their families enjoyed a memorable night at the cinema on 28 June 2024, celebrating Father's Day with an exclusive screening of Disney Pixar's Inside Out 2! The event took place at Golden Village x The Projector at Cineleisure, creating a perfect setting for a night filled with laughter and smiles.

The evening kicked off with exciting activities before the movie started. Attendees enjoyed a photo booth to capture fun moments, discounted popcorn and drinks to satisfy their cravings, and games with adorable prizes for the little ones. These pre-movie attractions set the stage for a delightful experience, enhancing the joy and excitement of the night.

The highlight of the evening was the screening of Inside Out 2, a heartwarming and entertaining film that brought joy to all ages. AUPE members got to enjoy an exclusive rate of 1 for 1 ticket offer at \$15 and 2 for 2 tickets at \$30 which were exciting deals for lucky members! For members who did not get to enjoy these deals, keep a look out for the upcoming ones!

Overall, AUPE Movie Night was a huge success, creating cherished memories for all who attended! The combination of engaging activities, delicious treats, and a fantastic movie made for an unforgettable Father's Day celebration.



AUPE SHINES AT PUBLIC SERVICE WEEK LEARNING FESTIVAL



AUPE was proud to participate in the Public Service Week Learning Festival (PSWLF) held at the Civil Service College on 24 July 2024. This annual event was designed to celebrate the dedication of Singapore's public service and reaffirm the commitment of public officers.

The festival provided an excellent opportunity for AUPE to connect with both new and existing members. Attendees who visited the AUPE booth were met with a range of fun activities and rewards. New members had the chance to win fantastic prizes, including a 3D2N staycation at D'Resort or tickets to Wild Wild Wet, by hitting the bullseye on a dartboard! In addition to these exciting prizes, exclusive AUPE merchandise was up for grabs, adding an extra layer of excitement to the event.

Existing AUPE members also received a special treat. By following AUPE on social media, they were rewarded with McDonald's vouchers as a token of appreciation for their continued support.

The PSWLF was a resounding success, underscoring the vital role of public service in Singapore and offering a platform for AUPE to engage with and celebrate its members. The event also underscored the strength of the AUPE-PSD partnership in championing the well-being and development of public officers. AUPE looks forward for the next opportunity to connect with our public officers!



Celebration of 59th National Day and AUPE 65th Anniversary

Exclusively for existing AUPE
Union members to pay
upfront to enjoy more savings!

Choose the plan of your choice to enjoy great savings

1 August to 30 Sep 2024



Eligible members would have received an email invite on how to participate.

Pay Upfront for	1 YEAR	2 YEARS
Amount to pay	\$99 (usual \$117)	\$216 (usual \$234)
Receive	2 MONTHS FREE	 To receive a choice of either Apple AirTag or Samsung Smart Tag worth \$45.40 and 2 MONTHS FREE 

T&Cs apply

since 1965

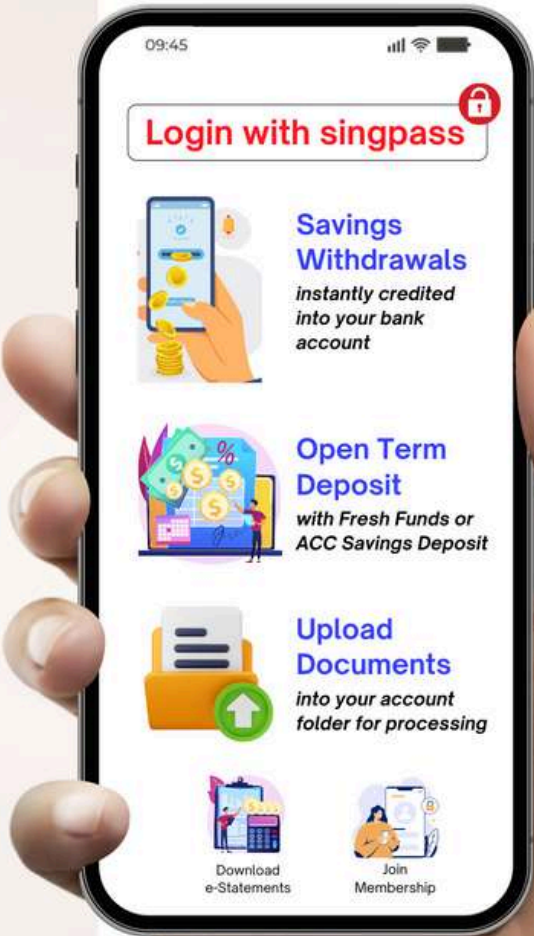


New Features now available

Access your account on the move



Update the app on
Apple App Store or Google Play Store



AUPE'S 65TH ANNIVERSARY CELEBRATIONS

MAY - AUGUST 2024



May: Mothers' Day AUPE UPlay Giveaway

AUPE rewarded 65 hardworking mommies (and daddies!) with \$10 off promo codes for any experience on AUPE UPlay. Congratulations to our lucky winners!



June: Fathers' Day Movie Night Celebration

315 AUPE members and their families enjoyed a memorable night at the cinema on 28 June 2024, celebrating Father's Day with an exclusive screening of Disney Pixar's Inside Out 2!



June: 65th Anniversary Staycation Giveaway Winners Announcement

To celebrate AUPE's Instagram and TikTok launch, we have given 2 lucky members a 3D2N Staycation at D'Resort Singapore! A big thank you to everyone who participated.



July: AUPE 65th Anniversary Movie Night Giveaway

AUPE held an Instagram giveaway where 5 lucky participants could win \$10 Grab e-vouchers by simply answering the question: "Who is AUPE's General Secretary?"



July: Answer AUPE Street Interview Giveaway

AUPE hits the streets! We asked members tough questions such as listing out 3 AUPE benefits, AUPE's location and even the name of our General Secretary! Participants who answered correctly won \$10 McDonald's vouchers! Good job!



August: Healthy Journey with AUPE

AUPE had our first Kpop X Fitness workout! Join us for Low Impact Zumba on 16 Aug and stay until the end for a chance to win exciting prizes like Wild Wild Wet tickets and a 2-hour KTV session. Thanks to the Health Promotion Board for partnering with AUPE for these fitness classes!

Stay tuned for more as we continue to offer monthly giveaways and events!

HAPPENINGS

SPLASHING FUN TIME AT AUPE SWIMMING CLASSES



AUPE's free swimming class is back by popular demand! More than 20 members' children and grandchildren participated in the 4-day swimming class held over the June holidays. From hesitant first-timers to budding swimmers, it was amazing to witness the transformation as the young swimmers overcome their fear of water and gained confidence with each session.

A huge shoutout to our AUPE-SportSG Staff Branch for teaming up to make this swimming class a resounding success!



FUN AT DIGNITY KITCHEN WITH NEA STAFF BRANCH



NEA branch committee held its 2024 workplan on 15 July 2024 at Dignity Kitchen, a hawker training school dedicated to empowering the disabled and disadvantaged.

The day began with a training session by the Ong Teng Cheong Labour Leadership Institute (OTCi) focused on enhancing outreach to PMEs (Professionals, Managers, and Engineers), providing valuable strategies for effectively targeting and recruiting PME members.

Lunch featured a variety of delicious hawker dishes, from chicken briyani to claypot rice! However, it was the mission behind the food that truly resonated with us. After lunch, the founder of Project Dignity shared why he started this initiative, the challenges faced, and the lives transformed.

Then we got to meet the real heroes of Dignity Kitchen - the dedicated staff who displayed remarkable perseverance and skills despite their disabilities.

A delightful surprise was a sign language lesson, where we learned to sign our names, greetings, and how to order our favorite beverages.

The most heartwarming part of the day was packing 95 bento sets, which we sponsored for the elderly and low-income residents in Boon Keng. Watching a group of union leaders assembling bento boxes was quite a sight—full of rice, laughter, and a friendly competition to see who could pack the fastest!

As we left Dignity Kitchen, we felt inspired. The experience reinforced our commitment to our members' welfare and highlighted the impact of partnering with organizations that share our mission of empowerment and support.

Committee Member Peng Fei shared that "The workplan served as a forum for us to exchange ideas, deliberate on best practices, and chart our course for the upcoming year. I also enjoyed the heartwarming volunteering experience at Dignity Kitchen. To sum it up, we had a day filled with purpose and camaraderie."

Brought to you by:
NEA Staff Branch Chairman
Tan Sze Wei

HAPPENINGS

MOE HR MANAGEMENT FAMILIARISATION PROGRAMME

AUPE was invited by MOE to participate in the HR Familiarisation Programme (HRMP), highlighting the strong union-management partnership. The HRMP aimed to familiarise school leaders with key HR matters and union objectives. MOE HR emphasized the crucial role of unions in policy development, addressing workplace concerns, and guiding MOE staff on policies and career pathways.

AUPE Assistant General Secretary, Ms Lulu Goh, shared about how AUPE takes care of the welfare of non-teaching MOE staff, and reminded the school leaders to care for the needs of these employees, especially since they carry out very manual and sometimes physically demanding job roles.

The HRMP also touched on the challenges that various MOE Staff were facing and how the AUPE would journey alongside them for their career.



AUPE expressed heartfelt appreciation and gratitude for MOE's support and reiterated the strength of Union-Management solidarity. AUPE was also heartened by the thought provoking and genuine questions which were raised by the school leaders as they reflected a genuine interest in the role of unions in employees' lives.

UNFORGETTABLE FUN AT AUPE'S HARI RAYA CELEBRATION!

On 26 April 2024, 100 excited participants had a blast at AUPE's signature Hari Raya Event! Organized by AUPE HQ and the MOE Junior Staff Branch, with support from AUPE Club, the event was a memorable experience filled with fun and bonding.

This year, members and staff used Padlet to share fun photos from the Hari Raya event. The top three photos won prizes, providing everyone with a digital souvenir that captures the day's fun and creativity!

6 April 2024
Game



After a delicious Malay buffet, it was time for games! Participants enjoyed the "Guess The Lyrics" game, demonstrated their musical, lyrical and singing prowess. They also excelled in the "Guess The Kueh" game, showing their knowledge of traditional kuehs. The "Best Dressed" competition allowed them to show off their outfits and dance with flair!

The highlight of the night was the Lucky Draw, featuring top prizes like a 3D2N D'Resort Staycation, a multi-cooker, and a S\$50 FairPrice voucher.

Congratulations to all our winners! Additionally, AUPE officially launched our WhatsApp and Telegram channels, highlighting our commitment to expanding our outreach.

AUPE hopes that the 2025 AUPE Hari Raya Event will be even better! Would you like to join us?



#HAPPENINGS

RAISING AWARENESS OF AUPE AT EAS LEARNING FESTIVAL

AUPE was invited by MOE to set up a booth at the annual EAS Learning Festival on 28 May 2024, which focused on promoting lifelong learning among executive and administrative staff.

Booth attendees stood a chance to walk away with exciting Spin the Wheel prizes such as a 3D2N D'Resort staycation and Wild Wild Wet passes! That's not all! Attendees had the chance to enjoy teh tarik, soft serve and even had some fun with the photo booth.

AUPE's Assistant General Secretary, Lulu Goh also took the opportunity to conduct a talk on "Growth Mindset" and imparted many words of wisdom to the attendees.

AUPE thanks our members for supporting the launch of our Instagram and TikTok channels. As a token of appreciation, we gave out McDonald's vouchers. Thanks for joining us on this exciting social media journey!



FUN TIMES AT MAS ROADSHOW



It was all smiles and truly, a whirlwind of excitement at AUPE-MAS's branch, "Empower & Connect" roadshow on 25 April 2024. The event was a hit, with talks from Rajah & Tann on the Lasting Power of Attorney (LPA) and wills, as well as a case manager from SATA CommHealth to speak on Advance Care Planning (ACP). A sumptuous buffet lunch was catered to all attendees.

AUPE also presented its all-time favorite "Sure-Win! Spin the Wheel" game, resulting in all freebies being redeemed. 3 lucky winners also won a pair of GV movie tickets each! Shoutout to AUPE-MAS branch for making this event a success!



AUPE WELCOMES ALL AT THE NPARKS STAFF CONFERENCE

AUPE had an awesome time connecting with NParks staff at the NParks Staff Conference on 25 April 2024! Attendees were in for a yummy Popcorn treat when they visited AUPE's booth! Participants were also rewarded with a "Sure-Win! Lucky Dip" when they followed AUPE's new social media channels, snagging some exclusive AUPE merchandise and FairPrice vouchers! It was fantastic to see everyone learning more about the union.

To our new members, welcome to the AUPE family! We are thrilled to have you join us on this journey. And to our AUPE - NParks Staff Branch, thank you for coordinating this amazing event!

