

The Public Employee

Dec
2024



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AUPE CELEBRATES 65TH ANNIVERSARY DINNER WITH PRESIDENT THARMAN



AUPE marked the significant 65th year milestone and culminated the year long celebrations with the Anniversary Dinner on 28th September 2024. The event brought together more than 500 distinguished guests, including union leaders and management partners, in a joyous gathering to commemorate six-and-a-half decades of progress and partnership.

The evening began with a stunning sand art performance, which took us on a beautiful journey through 65 years of AUPE's history, commemorating the significant milestones that have shaped our union and strengthened our commitment to public sector employees.

We were honoured to have His Excellency, Mr. Tharman Shanmugaratnam, President of the Republic of Singapore, as our esteemed Guest-of-Honour. His presence added prestige to the event, reminding us of the critical role AUPE has played in Singapore's public sector over the decades.



AUPE CELEBRATES 65TH ANNIVERSARY DINNER WITH PRESIDENT THARMAN

A key moment of the evening was the signing of a Memorandum of Understanding (MOU) between AUPE and GovInsider. This strategic partnership marks an exciting step forward, providing AUPE's Professionals, Managers, and Executives (PMEs) with access to inspiring public sector innovation content and exclusive events that will help them grow, learn, and network in a rapidly evolving public service landscape. The MOU signing was witnessed by NTUC Secretary General, Mr. Ng Chee Meng, AUPE President, Mr. Jefry Mohamad, and GovInsider Director, Mr. Adrian Sng, symbolizing a shared vision for the future of public sector transformation.

We were honoured to have Secretary-General, Mr. Ng Chee Meng, present various awards including the Best Improved Branch Award (top six branches with the highest net growth); the Best Engagement Award (top three branches that fostered stronger relationships with members through numerous engagement activities); the G Kandasamy Scholarship Award to celebrate outstanding individuals for their academic achievements; commendation plaques for retiring EXCO members to honour their tireless leadership and invaluable contributions to AUPE and the ground; and special appreciation for long-serving members, whose unwavering dedication has been the cornerstone of AUPE's success.

We were also proud to announce the formation of the AUPE Alumni to further recognise and appreciate our long-serving members. From 1 January 2025, Alumni members will be able to enjoy key "Work, Live and Play" benefits of their AUPE union membership at subsidized rates, further stretching their dollar by tapping on such benefits as they continue to be part of the AUPE family.

In addition, we were thrilled to share that AUPE will be upgrading our building in the third quarter of 2025! This exciting development promises to enhance our facilities, better serving the needs and desires of our members while improving overall functionality and comfort.

We hope everyone enjoyed the dinner as much as we did, and we look forward to celebrating more milestones and exciting moments ahead for AUPE and the public sector!



WORKER 4.0 SPOTLIGHT: BROTHER FAIRUL

Rising Through Resilience: A Path of Perseverance



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

Fairul started as an Operations Support Officer (Grade IV) with Singapore Courts in 2006. His first assignment was at the Supreme Court Library, where he managed library systems, handled book circulation, and assisted with management inquiries. Known for his diligence, he was soon promoted to OSO Grade III in 2011 and later to Grade II in 2016, reflecting his growth and contributions.

By 2015, after nearly a decade of dedicated service, Fairul decided to pursue further education—a step he hoped would open new opportunities for his family. At 34, balancing fatherhood and work, he took on the challenge of qualifying for the NITEC Business Services course. Despite an initial setback in meeting the English language requirements, his resolve never wavered. With hard work, he successfully passed on his second attempt, enrolled, and completed the 18-month course in June 2016. His determination resonated with his colleagues, motivating others to consider upskilling as well.

In 2021, fueled by a desire for new challenges, Fairul successfully sought a transfer to the Family Justice Courts as an Executive (Records Management & Admin).

He excelled in his new role, taking on responsibilities in procurement, financial management, and critical court resources support. His dedication was rewarded with a promotion to MX 15 in 2022.

In 2024, Fairul's years of resilience, commitment to self-improvement, and impact on those around him were celebrated with the prestigious Model Worker Award at the NTUC May Day Awards. Reflecting on this recognition, he shared, *"For getting the award, I am happy and appreciate that I was being recognised for the effort that I have done and thankful to all who is involved."*

Fairul's journey clearly showcases that resilience, dedication, and a commitment to continuous learning can lead to significant professional progression. Reflecting on his experience, he often reminded himself, *"How long do I want to stay the same?"* This self-motivation, coupled with the unwavering support of a dedicated team, has propelled him forward. His path serves as an inspiring testament to the power of self-improvement, perseverance, and the value of a supportive workplace culture—one that he hopes will inspire others to invest in themselves for a brighter future.



AUPE TRANSFORMATION CHAMPIONS 2025



Be the Change. Celebrate the Change.

Do you or a colleague exemplify what it means to be a **Worker 4.0—Ready, Relevant, and Resilient?**

Nominate yourself or a colleague as the next AUPE Transformation Champion 2025 and stand to **WIN Up To \$50 Klook e-Gift Card** & a chance to be featured in AUPE's publication - The Public Employee!

CLOSES 31 JAN 2025



Apply Online:
bit.ly/aupec2025

FOLLOW OUR SOCIALS

Get to know all about the exciting Events, Discount Fridays, Membership Benefits and latest updates for our members.

Keep a lookout for our upcoming Christmas Party on 27 December 2024!



SCAN OUR QR CODE
#STAYCONNECTED



bit.ly/m/aupesingapore

UNDERSTANDING FINANCIAL EMBARRASSMENT FOR PUBLIC EMPLOYEES

Financial Embarrassment (FE) occurs when a public officer's unsecured financial liabilities, such as credit card debt or personal loans, exceed three months of their monthly salary. Declaring FE status is mandatory for officers meeting this threshold, as financial stability is critical to maintaining integrity in public service.

To prevent FE, public officers should practice responsible financial management, such as budgeting, minimizing unnecessary expenses, and avoiding excessive debt. Staying informed about updated FE guidelines can also help officers manage their finances proactively and avoid disciplinary issues.

For officers in need of financial assistance, the AUPE Credit Co-operative offers loan solutions to help them manage their debts and regain financial stability. Officers seeking such support early can prevent the situation from worsening and ensure compliance with FE declaration requirements.

How to avoid FE:

1. Paying off credit card bills in full and promptly at the end of each billing period
2. Keep track of amounts charged to both main and supplementary credit cards
3. For members in need of assistance for loans, please contact us at coop@aupe.org.sg
4. Do not take loans from licensed / unlicensed moneylenders

Have you started your savings journey?
Prepare yourself for a better tomorrow by growing your savings with us and be financially secured!



SAVINGS DEPOSIT

Earn interest of 1% p.a. on ACC Savings Deposit

ATTRACTIVE DIVIDENDS

Earn attractive Dividends up to 3%

TERM DEPOSIT

Interest of up to 3%* p.a. on ACC Term Deposit

COMPETITIVE LOAN RATES

Apply for Loans at competitive interest rates

*Rates are subjected to change.
T&Cs Apply.

HOSPITALISATION BENEFIT

Claim \$20 per warded day when you are hospitalised (Upgrade to AWS-HPlus/AWS-HFamily & receive an additional \$100 per warded day)

AUPE CREDIT CO-OPERATIVE LIMITED

Email: coop@aupe.org.sg

<https://acc.aupe.org.sg/>

Providing convenient savings
& speedy loans since 1965.

Join Us!



TERM DEPOSIT



DO NOT MISS OUT ON THE ATTRACTIVE RATES!

TENURE	\$500 AND ABOVE
6 months	3.00% P.A.
18 months	2.95% P.A.

**Rates are subjected to change. T&Cs Apply.*

The above rates are effective from 1 Oct 2024.

Scan the QR Code to download our mobile app and login to open a Term Deposit Account.

For Fresh Funds, please transfer the funds to UEN no. **S65CS0156HSCF** (AUPE Credit Co-operative Ltd).



If the term deposit is withdrawn before its maturity, no interest will be payable. Upon maturity, the term deposit amount including the interest will be transferred to your ACC savings deposit account.

For enquiries, you may email us at coop@aupe.org.sg

AUPE Welfare Scheme for Hospitalisation

Enjoy a peace of mind when you're hospitalised to 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**

Scheme	AWS-H (Basic)	AWS-H (Plus)	AWS-H (Family)	ACC Benefit
Amount of cash pay-out when warded in a local hospital*	\$40 per day	\$100 per day	\$100 per day	\$20 per day
Maximum Limit	\$10,000 lifetime limit	\$36,500 lifetime limit	\$36,500 lifetime limit	30 days per year and \$10,000 lifetime limit
Eligible to	AUPE Union members	AUPE Union/ACC members	Parents, Spouse and children of AUPE Union/ACC members	ACC members
Last Entry Age	Members and their family members need to be between 1 year to below 61 years of age to enroll into this scheme.			
*Actual payout will be computed based on the no. of days of ward charges stated in the final hospital bill				

New Subscription and Claims Portal

We're excited to introduce our new online portal for Subscription & Claims management for AUPE Union & AUPE Credit Cooperative (ACC) members.

This streamlined platform makes it easier for you to manage your hospitalisation benefits.

Benefits of the New Portal

- Easy Subscription
- Quick Claims Processing
- 24/7 Access
- View Subscription/Claims Status

How to get started?

- Visit the portal
- Create Account (New Subscriptions)
- Log In* (For existing member)
- Follow the simple steps

*Enter email address and click "Forgot password?"

For more information about the AUPE Welfare Scheme for Hospitalisation & Step-by-Step Guide for our new online portal, please visit <https://www.aupe.org.sg/union/wsfhosp/>

SIGN UP



Scan QR code or visit <https://awsh.aupe.org.sg/member/signin>

Have questions?
Contact us at gsc@aupe.org.sg

AUPE CELEBRATES 65TH ANNIVERSARY WITH FITNESS, HALLOWEEN AND FUN!

In celebration of our 65th anniversary, AUPE partnered with the Health Promotion Board (HPB) to offer four specially-curated fitness classes for our members! These fitness sessions took place on Friday evenings throughout August, providing a mix of fun, health, and community bonding.

Each week, members participated in a different workout, ranging from Kpop X Fitness to Low-Impact Zumba, Zumba Fitness, and Yoga. The classes were designed to cater to varying fitness levels, ensuring that all members could enjoy a healthy and active lifestyle.

To add an extra element of excitement, AUPE spiced things up with a lucky draw after every class. All participants were automatically entered into the draw, giving them a chance to win fantastic prizes while working on their fitness. It was a great way to motivate members!

The collaboration between AUPE and HPB was a fitting tribute to our commitment for members' well-being. Here's to many more years of success and good health for AUPE members!



Platform 1959

On 11 October 2024, AUPE welcomed members to a spellbinding experience like no other: our very first Harry Potter-themed Halloween Party! Stepping onto Platform 1959, attendees entered a magical world filled with enchantment and surprises.

The night was unforgettable, with members dining in the beautifully decorated "Great AUPE Hall." Mystical elements added to the atmosphere, as Mentalist Nigel Lew wowed the crowd with mind-bending performances, leaving everyone spellbound. Those seeking glimpses into their future enjoyed tarot readings, while the Diagon Alley-inspired candy bar satisfied sweet cravings.

The night's highlights included a costume contest, where two Best Dressed winners enchanted us all, each taking home a pair of GV tickets. It was a magical celebration that brought Halloween to life, and we hope everyone enjoyed their journey through Platform 1959!



AUPE CHILDREN'S DAY PROJECT: MAKE A CHILD'S WISH COME TRUE



In celebration of Children's Day, AUPE partnered with People's Association (PA) & Ministry of Social and Family Development (MSF) to fulfill the wishes of 82 children, providing gifts like stationery, school bags, and shoes. Thanks to your generosity, we raised \$3,530!

On 19 October, we distributed the gifts to the children and treated them and their families to a delicious buffet lunch. Each gift brought joy, bright smiles, and essential tools to support their education.

AUPE thanks all members who have contributed. Whether big or small, your donation has truly made a difference in these children's lives!



CELEBRATING RETRO DEEPAVALI 2024

AUPE Club's Retro Deepavali 2024 was a night to remember, bringing members together for a vibrant celebration filled with music, style, and festive cheer.

Held at the beautifully decorated Lee Kong Chian Hall, the event welcomed members dressed in their finest retro outfits, adding a nostalgic charm to the Deepavali celebration.

The night featured an exciting lineup of entertainment with live singers and a DJ that kept the crowd moving and the energy high.

One of the highlights was the Best Dressed Segment, where members showcased their retro-inspired outfits for a chance to win exclusive prizes.

We extend our heartfelt thanks to our generous sponsors, whose support made this event possible, and to our wonderful AUPE members for attending and making it an unforgettable night.

Your enthusiasm, smiles, and joyful presence filled the hall with warmth and community spirit.

We look forward to bringing you more memorable events in the future. Stay tuned for updates from AUPE Club, and we cannot wait to celebrate together again soon!



#HAPPENINGS



ENGAGING MEMBERS AT MAS MID-AUTUMN FESTIVAL

On 4 September 2024, AUPE had the opportunity to set up a membership recruitment booth at MAS's annual Mid-Autumn Bazaar, showcasing the collaborative relationship between AUPE and MAS's Management. Apart from the lovely food galore created by a wide plethora of mooncake vendors, AUPE had also contributed to initiating engaging conversations with MAS employees over AUPE's role and works!

Our new members had immense fun with our exclusive sure-win dartboard and stood the chance to win prizes such as a 3D2N Resort Staycation and two Wild Wild Wet Passes! We had the opportunity to meet existing AUPE members and hear their views on AUPE's role and what they would like to envision for the future.

AUPE thanks all members who actively follow us on social media, like TikTok and Instagram! As a token of appreciation, members were given MacDonald's vouchers.



AUPE would like to welcome new MAS members to the AUPE Family and we are absolutely thrilled to have them onboard. See you at the next MAS Mid-Autumn Bazaar festival!



TEMASEK POLYTECHNIC'S UNION-MANAGEMENT GAMES: WE'RE BRINGING TRADITIONAL GAMES BACK



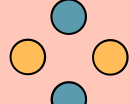
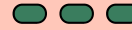
On a sunny afternoon, AUPE and Temasek Polytechnic (TP) management joined forces for a day of laughter, competition, and cultural exchange. Centered around traditional games from Singapore, the Philippines, and Japan, the event was all about camaraderie and fun.

First up was the "Hula Hoop Ring Pass," where teams passed a hula hoop without breaking handholds, sparking laughs and creative teamwork. Then came the energetic "Tumbang Preso," a Filipino game of knocking over a can with a tennis ball, igniting competitive spirit and cheers.

Next, participants tried their luck at "Ping Pong in Cups," bouncing balls into cups with onlookers cheering each successful shot. "Five Stones," a classic Singaporean game, showcased participants' dexterity, while everyone shared stories about the game's cultural roots.

The final game, "Konpira," a lively Japanese challenge, had players tapping a disc on a table with enthusiastic teamwork and fits of laughter. As points were tallied, the winning team received FairPrice vouchers, while all attendees left with thank-you gifts.

It was evident that the day had not only been filled with fun but had also strengthened friendships between AUPE and TP management. The shared laughter and team spirit created an atmosphere of mutual respect and collaboration, ensuring that this day of traditional games would be remembered fondly by all who participated.



#HAPPENINGS

A THAI-RIFIC COOK OFF BETWEEN AUPE AND NANYANG POLYTECHNIC'S UNION-MANAGEMENT DAY

AUPE and Nanyang Polytechnic (NYP) management teams recently joined forces for a unique team-building experience centered around Thai cooking. The day was filled with laughter and excitement as teams gathered to prepare three traditional Thai dishes: *Ha Mok Pla*, *Pad Krapow Gai*, and *Tub Tim Grob*. Dividing into teams of three, each team set out to create their own version of these dishes, with guidance from skilled chefs demonstrating the techniques and ingredients.

As the aroma of spices filled the kitchen, the session quickly evolved beyond cooking—it was an opportunity to bond, share stories, and foster collaboration, transforming the kitchen into a vibrant hub of creativity and camaraderie.

The highlight was the presentation of each team's dish to a judging panel made up of AUPE and NYP management members. Each team shared not only their cooking process but also the stories and significance behind their creations. The presentations were infused with humor, creativity, and a touch of friendly competition, making the tasting session all the more enjoyable.

After the judging, everyone gathered to savor the dishes, turning the event into a shared meal that symbolized their collective efforts. This day of cooking wasn't just about making Thai food; it was about fostering teamwork, creativity, and connection. The AUPE and NYP teams left with more than just a delicious meal—they left with strengthened bonds, lasting memories, and a renewed sense of collaboration. This experience will be remembered as a meaningful and fulfilling part of their journey together.



MOM BRANCH COMMITTEE'S UNFORGETTABLE TEAM ADVENTURE

The MOM branch committee recently embarked on an exciting 5-day trip to Hatyai, Satun, Songkhla, and Phatthalung, filled with cultural discoveries, scenic views, and team bonding.

Their journey began with visits to Samila Beach and Songkhla's Old Town, where they explored SeaVerse, the Songkhla Mosque, and the lively local atmosphere.

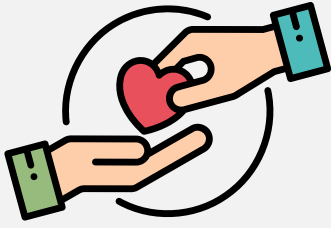
On day two, they traveled to Satun, staying at Engthan Resort, and enjoyed local cuisine, an exciting elephant ride, a thrilling ATV adventure, and visits to floating and night markets.

In Phatthalung, the team experienced a serene morning boat ride through lotus-filled waters and a rice field tour, deepening their appreciation for the local way of life.

This well-rounded trip offered refreshing experiences and strengthened the camaraderie among MOM branch committee, leaving them rejuvenated and inspired.



AUPE ACHIEVEMENTS in 2024



\$224,791

OF WELFARE BENEFITS
DISBURSED TO
140 MEMBERS



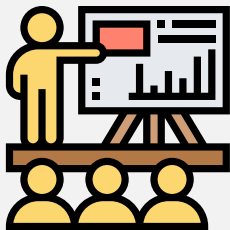
\$161,640

OF HOSPITALISATION
BENEFITS DISBURSED TO
478 MEMBERS



5,600

OFFICERS ENGAGED THROUGH
VARIOUS EVENTS, DIALOGUES
AND ROADSHOWS



500

OFFICERS SUPPORTED IN
PROFESSIONAL
DEVELOPMENT



100

MEMBERS SUPPORTED IN
WORKPLACE MATTERS



6

COLLECTIVE AGREEMENTS
SIGNED THIS YEAR



4

NEW SOCIAL MEDIA
PLATFORMS LAUNCHED TO
STAY CONNECTED WITH
MEMBERS



1

NEW AUPE UPLAY PLATFORM
LAUNCHED TO ALLOW
MEMBERS TO HAVE FUN
OUTSIDE OF WORK



1

NEW MOU SIGNED WITH
GOVINSIDER