

The Public Employee

Mar
2025



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CONGRATULATIONS!
**AUPE TRANSFORMATION
CHAMPIONS 2025**



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UNDERSTANDING RE-EMPLOYMENT FOR PUBLIC OFFICERS

Re-employment in the Public Service reflects its dedication to valuing and supporting mature officers by recognizing the wealth of experience and knowledge they bring to the workplace. This initiative allows public officers who have reached the official retirement age to continue contributing meaningfully to the service, fostering a dynamic and inclusive workforce.

Effective 1 July 2025, the Public Service will raise the Retirement Age from 63 to 64 and the Re-employment Age from 68 to 69, a full year ahead of the national timeline. This progressive move demonstrates its leadership in employment practices and reinforces its commitment to supporting senior workers.

The Public Service is firmly dedicated to re-employing officers up to the statutory re-employment age, subject to two conditions:

1. Eligibility Criteria: Officers must meet all the following requirements:
 - No more than one “C-” performance grade in the last three years.
 - Be medically fit for the job.
 - A proven record of good conduct with no disciplinary issues.
2. Job Availability: The re-employment offer also depends on the availability of suitable positions that match the officer's skills and capabilities.

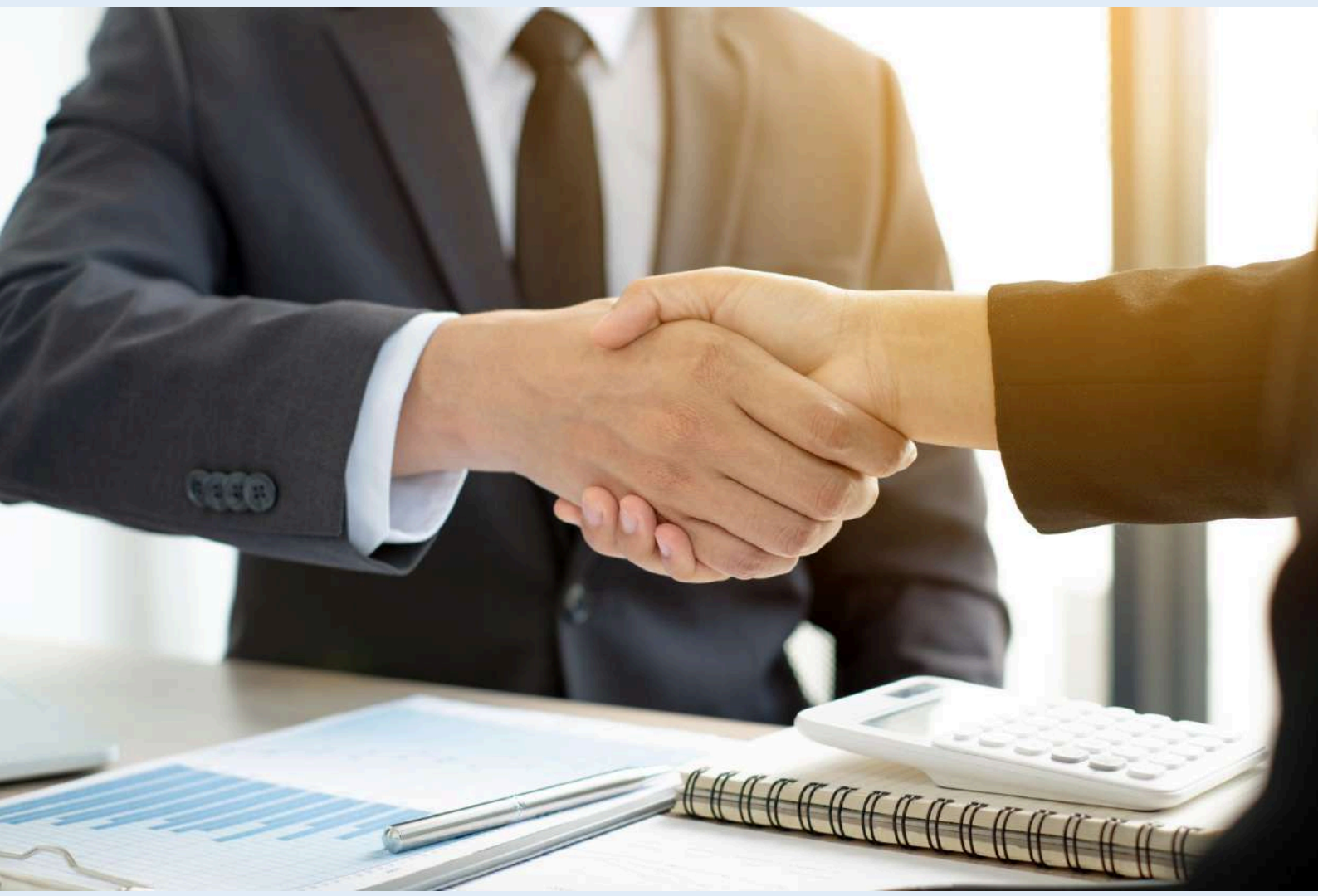
Officers should take note that receiving a “C-” performance grade in the last 3 years leading up to retirement could impact their eligibility. If you receive a “C-,” it is advisable to work closely with your Reporting Officer (RO) to improve your performance and work towards a better grade. Proactively addressing areas for improvement will enhance your chances of meeting the re-employment criteria.

If in doubt, officers are encouraged to contact AUPE for advice and guidance on their re-employment eligibility.

The Public Service remains committed to supporting officers who meet the criteria, offering them a platform to extend their careers and leverage their expertise for the continued development of Singapore's public sector. Officers are encouraged to embrace this opportunity to make a lasting impact through their extended service.

DID YOU KNOW?

If you are eligible for re-employment, but your employer is unable to offer you a position, your employer must offer you a one-off Employment Assistance Payment (EAP), which is meant to assist in transition after the current employment ends.



MEET AUPE'S TRANSFORMATION CHAMPIONS!

These outstanding individuals have exemplified what it means to be Ready, Relevant, and Resilient in the workplace! From driving productivity improvements to embracing digital transformation, they truly embody the Worker 4.0 spirit.

Lim Xiu Ling, Senior Manager (Digital Product Development), Digital Office, Ministry of Education (MOE)



Adaptable, innovative and dedicated. These were the three adjectives used by Lim Xiu Ling to describe herself for the AUPE Transformation Champions 2025. GovInsider, in partnership with AUPE, reached out to her to learn more about what motivates her and what advice she has for fellow public sector employees about how they could transform themselves into champions.

Can you describe your job responsibilities?

I had the privilege of serving as the Product Designer and Manager for the PSLE & Full Subject-Based Banding microsite, as well as leading the redesign of MOE's corporate intranet.

For the intranet project, I not only oversaw the design and development but also managed internal stakeholder engagement, communications and change management to ensure a smooth rollout.

To support adoption of the intranet project, I also authored user-friendly system manuals, which led to a 50 per cent reduction in technical queries.

Beyond product development, I play a key advisory role to MOE's divisions and schools, providing strategic guidance on the best practices for social media. This includes communications, stakeholder engagement, branding and online crisis management.

What new skills have you picked up?

Since graduating with a degree in Business with Communications, I have developed a diverse set of valuable skills throughout my career. This includes refining my communication skills, gaining expertise in social media listening and content creation, and managing stakeholder relationships.

With the support of my MOE management, I also took up a Specialist Diploma in User Experience & Digital Product Design, which has been instrumental in my current role, where I create digital products to support the Ministry's communication and engagement efforts.

Outside of my career, I am passionate about lifelong learning. From culinary arts and Chinese lyric writing to completing the Advanced Certificate in Learning and Performance (ACLP), these interests enrich my life and enhance my creative thinking and problem-solving abilities.

What message would you want to give to your colleagues so that they can also upgrade themselves?

Lifelong learning is a journey, not a destination. I think the biggest hurdle is often just getting started. It is like going to the gym - the hardest part is putting on those shoes and getting on the treadmill. But once you get moving, you gain the confidence, momentum and motivation to keep going.

Take that first step. Find something that sparks your interest, no matter how small, and just start. The momentum will build from there.

Do you have a motivational quote that you strongly believe in?

"Be Your Own Hero" resonates deeply with me. It's a quiet yet powerful call to action, reminding us that greatness lies within. We do not need capes or superpowers - being your own hero is about embracing our strengths, recognising our weaknesses and striving to become the best version of ourselves.

How did you feel about being selected as an AUPE Transformation Champion?

I am grateful for the recognition. Becoming an AUPE Transformation Champion is not just a personal achievement; it reflects the collective effort and unwavering support of the organisation and colleagues as we work together to embrace change and drive continuous improvement.

FORMATION OF A NEW STATUTORY BOARD



As announced by the Ministry of Health (MOH), a new statutory board known as the Communicable Diseases Agency (CDA) will officially be operational from 1 April 2025. This agency will play a critical role in strengthening the nation's preparedness and response to infectious diseases, consolidating expertise and resources to enhance public health security.

In line with the establishment of the CDA, staff from MOH, Health Promotion Board (HPB) and Tan Tock Seng Hospital (TTSH) in areas related to infectious disease management will be transferred to this agency. This transition ensures continuity in expertise and operations as Singapore bolsters its healthcare infrastructure to better manage potential outbreaks and emerging health threats.

As part of this transition, affected employees who are currently under the Healthcare Services Employees' Union (HSEU) will be transferred to the Amalgamated Union of Public Employees (AUPE), Singapore's largest public sector union.

AUPE is working closely with the relevant authorities and CDA management to strengthen labour-management relations, and for a smooth transition for the affected staff members. AUPE will support them during this period of change to ensure that they receive the necessary assistance and guidance as they move into their new roles within the CDA.

The formation of the CDA reflects Singapore's proactive and preemptive approach to combating communicable diseases and enhancing public health capabilities. By centralizing efforts and expertise, the agency is expected to provide a more coordinated and efficient response to disease outbreaks, safeguarding the well-being of the nation. For employees making the transition, AUPE will continue to engage with them to ensure a seamless shift, upholding their rights and interests as they embark on this new journey with the CDA.

A CLEANER FUTURE WITH AUPE AND NEA



AUPE General Secretary, Brother Sanjeev Tiwari, recently attended the National Environment Agency's (NEA) visioning exercise, which focused on aligning research and development efforts to create actionable plans for a cleaner and healthier environment.

AUPE extends its sincere appreciation to the NEA team for hosting this insightful workshop and to NTUC's Industry Training and Transformation (IT&T) team for their collaborative efforts in organizing this important initiative.



The workshop aligns with AUPE's commitment to co-creating a sustainable future with our unionized branches.

We look forward to continued collaboration with NEA and other stakeholders in driving impactful change. By working together, we can build a more sustainable future that benefits our public agencies, workers, and the community at large.



SABAH MEDICAL SERVICES UNION (SMSU) VISITS AUPE

Valentine's Day was spent differently and meaningfully with our fraternal sisters and brothers from the Sabah Medical Services Union (SMSU) for an engaging exchange of ideas on unionism and workforce development. The visit served as a valuable platform to discuss best practices, member engagement, and the evolving needs of workers today.

AUPE Assistant General Secretary, Sister Lulu, shared about the AUPE group and the collective effort to support our members in their journey to WORK – LIVE – PLAY – LEARN. She explained Singapore's tripartite approach and partnerships between AUPE and partners, highlighting member benefits and activities to enhance and protect overall well-being.

A dynamic Q&A session explored key issues in modern unionism. One major discussion point was how unions can better connect with younger workers, who now seek aspirational career growth and individual development rather than more traditional bread-and-butter issues. The changing landscape requires unions to adapt their outreach, leveraging digital connectivity and social media to keep younger members engaged.

The relevance of unions to today's workforce was also discussed, particularly in helping members be future ready amidst digital transformation. AUPE General Secretary, Brother Sanjeev, also highlighted the need for support and resources for inclusive-employment of mature workers who aspire to work beyond retirement age, and to care for the mental well-being of the workforce.

Finding common ground with management remains a key aspect of union work. Brother Sanjeev underscored that negotiation is always a process of give and take, and unions will strive for win-win, fair and balanced outcomes for both members and employers. Trust and long-term relationships with management are crucial to securing fair agreements that benefit both employees and employers.

The visit reinforced the essence of international fraternity for continued learning and collaboration. AUPE and SMSU look forward to continued engagement and knowledge-sharing, ensuring that unions remain relevant and effective in an evolving workforce landscape. The session ended on a lively note, with participants coming together for songs and dance, celebrating the camaraderie and shared commitment to union solidarity before the delegation left for a learning journey with the Healthcare Services Employees' Union and Tan Tock Seng Hospital coordinated by AUPE.

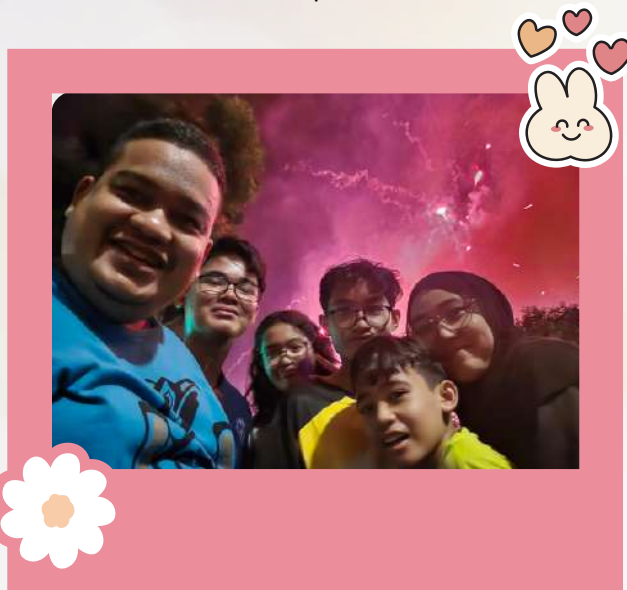


SHAPING A BETTER TOMORROW FOR AUPE UNION MEMBERS' CHILDREN

The AUPE Group Study Award is dedicated to supporting students in need, encouraging them to pursue their education and to reach their fullest potential. By assisting members in offsetting their children's education costs, the award aims to ease the financial burden on families with lower household incomes.

A total of \$28,200 - generously co-funded by AUPE and the NTUC-U Care Fund - was disbursed to 147 recipients across various educational levels to help cover essential school expenses.

Primary	30 recipients
Secondary	46 recipients
ITE/Pre-U/JC	25 recipients
Polytechnic	28 recipients
University	18 recipients



Mr. Alif, AUPE Union Member who received the AUPE Group Study Grant Award, expressed his heartfelt gratitude and shared that the grant would ease his financial burden by enabling him to purchase essential school supplies and stationery for his four school-going children.

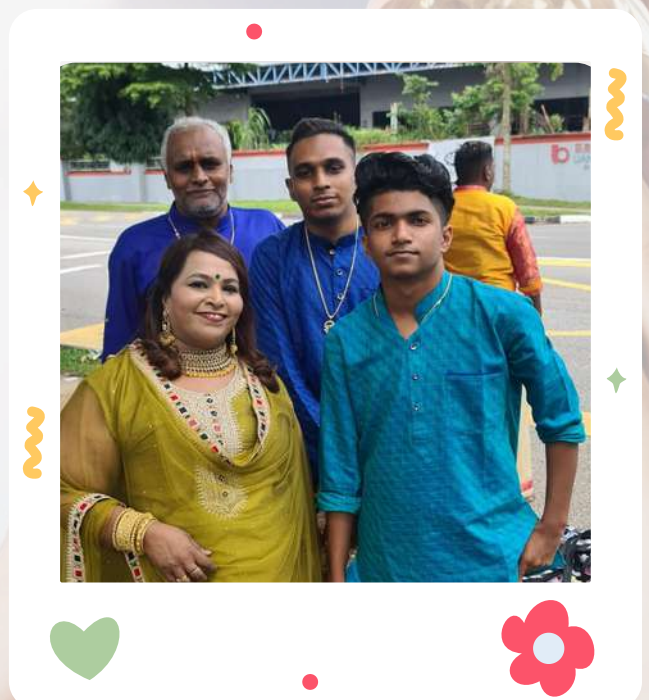
He emphasized that the grant benefits parents just as much as it supports students and extended his sincere thanks to AUPE and NTUC for this meaningful assistance.

G Muthukumarasamy Inspiration Award

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

Within this annual award, 2 awardees pursuing a diploma or degree program and who have shown good progress in their academic year were awarded \$1,000 each.

Mr. Raman S/O Kathavarayan's son, Hakkash Karthik Erik (in light blue), aged 19, was one of the deserving recipients of the 2024 award. Expressing his pride and happiness, Mr. Raman shared that this recognition has motivated his son to work even harder toward his dream of becoming a movie director. He extended his gratitude to AUPE for providing this valuable support to help Hakkash pursue his aspirations.



Building a brighter future for members

The G Kandasamy Scholarship Award, named after AUPE's founder, the late G Kandasamy, encourages AUPE members to pursue lifelong learning and achieve their aspirations at recognized universities, polytechnics, or institutes of higher learning.

Congratulations to Kausalyah Krishnamoorthy, recipient of the G Kandasamy Scholarship Award 2024. We spoke with her to learn more about her journey and thoughts on receiving this honour.

As an Assistant Manager at the Central Provident Fund Board (CPF Board), Kausalyah oversees claims operations, ensuring accuracy, efficiency, and compliance. She also manages vendor invoice processing to meet Whole-of-Government (WOG) payment KPIs, and prepares key reports for management's insights.

Currently pursuing a Master of Business Administration (MBA) which Kausalyah views as a significant step in her career development. She is dedicated to enhancing her skills and making a meaningful impact in her field.

How do you feel about receiving the Award?

I am incredibly thankful to the selection committee for believing in my potential. This award is not just a personal achievement, but also a reminder of the values that G. Kandasamy upheld - resilience, a commitment to continuous learning, and the importance of giving back. His legacy serves as a beacon for me to push beyond my own boundaries and to contribute more meaningfully to the community around me. This award motivates me to work even harder to make a positive impact, in my professional and personal life.



Kausalyah (third from left) with her colleagues

Balancing work and studies can be challenging. What keeps you motivated?

Balancing work and studies are undoubtedly challenging, but there are several things that keep me motivated. First and foremost, I want to set a positive example for my daughter. I want her to see that **lifelong learning and perseverance are key to achieving anything in life, no matter how demanding the journey may seem.** I believe that showing her the value of education and hard work will empower her to pursue her own dreams without limitations.

Secondly, I'm deeply passionate about professional growth. Every new skill, every piece of knowledge I gain, fuels my desire to keep moving forward. Whether it is solving a challenging problem at work or applying what I have learned in my studies, each step contributes to my sense of accomplishment and drives me to do better. The combination of personal fulfillment and the desire to make a meaningful impact in both my professional and personal life is what keeps me motivated.

What tips or advice would you give to other working adults considering part-time studies?

My advice would be **to plan ahead and stay disciplined.** Time management is crucial - break tasks down into smaller, manageable chunks and to prioritize effectively. It is also important to communicate with your employer and family, as their support can make a big difference.

Additional, **do not be afraid to ask for help**, whether from peers, professors or colleagues. Lastly, remind yourself that the journey, though challenging at times, is incredibly rewarding. The knowledge, skills and growth you gain will benefit not only your career but will also give you a sense of fulfillment. It is all worth it when you see how far you have come, and remember it only takes that first step to get started!

“
‘There is no limit to what we, as women, can accomplish.’
- Michelle Obama
”

since 1965

AUPE
CREDIT CO-OPERATIVE
Preparing You For A Better Tomorrow

**NEW
UPDATE**

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UPDATED YOUR
MOBILE APP?**

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latest version to access all functions**



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AUPE CLUB'S YEAR-END FESTIVE GET-TOGETHER – A NIGHT TO REMEMBER!



AUPE Club's Year-End Festive Get-Together on 27 December 2024 was an unforgettable evening filled with joy, laughter and holiday cheer. The event brought together members and guests for a well-deserved celebration to wrap up the year in style.

The night kicked off with a warm welcome as attendees were greeted by a beautifully decorated venue. With dazzling fairy lights, Christmas ornaments and lively music, the hall was transformed into the perfect setting for celebration and connection.

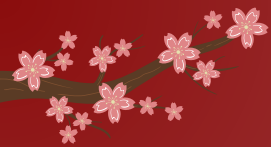
A delightful buffet spread was served, offering a variety of delicious dishes for everyone to enjoy. Drinks were also a hit, with AUPE members enjoying a 15% discount and NTUC members receiving a 10% discount, making the evening even more enjoyable.

One of the highlights of the night was the live performances, which kept the energy high and the crowd entertained. From soulful music to engaging acts, the performances set the tone for a fun-filled evening. Guests enjoyed a mix of festive tunes and interactive segments that encouraged participation and engagement.



Beyond the entertainment and food, the event provided a wonderful opportunity for members to connect, share stories and strengthen bonds. Many took this time to catch up with colleagues and friends, making it a truly memorable gathering.

We would like to extend our heartfelt gratitude to everyone who attended and contributed to making this event special. Your enthusiasm and support made the night even more meaningful, and we truly appreciate it!



AUPE CLUB LUNAR FESTIVAL 2025: A NIGHT OF CELEBRATIONS AND TOGETHERNESS



AUPE Club welcomed the Year of the Snake with a vibrant Lunar Festival 2025 on 7 February, bringing together members for a night of joy, culture and community.

The event dazzled with a thrilling Lion Dance performance, captivating the audience with its rhythmic drumbeats and acrobatic moves. Guests enjoyed a sumptuous buffet spread of traditional delicacies and international favorites while soaking in the festive atmosphere.

One of the highlights was the Lohei Ceremony where guests toss the Yu Sheng together for a prosperous year ahead. The joyous shouts of "Huat Ah!" echoed through the hall as everyone tossed their ingredients high, embracing the spirit of abundance.

Exciting games kept the crowd engaged, with friendly competition and fantastic prizes adding to the fun. The night's entertainment peaked with live performances by Waley & Jennifer and Eric, who charmed the audience with festive tunes and classic hits.

The Lucky Draw brought extra excitement as lucky winners took home great prizes. AUPE Club extends heartfelt thanks to everyone who made the event a success—members, guests, performers, volunteers and organizers.

As we embrace the Year of the Snake, let us continue to foster unity and prosperity. Stay tuned for more exciting events at AUPE Club!

Happy Lunar New Year! Gong Xi Fa Cai!



AUPE IN YOUR AREA!

#CONNECTWITHUS



CHRISTMAS BAZAAR WITH ICA STAFF BRANCH

The AUPE-ICA booth at the ICA Christmas Bazaar attracted buzz as new and existing members tried their luck at the dart game. Participants who followed AUPE on social media walked away with exclusive merchandise and festive cheer!



FESTIVE DELIGHT WITH CPF STAFF BRANCH

New and existing AUPE union members at the AUPE-CPF Staff Branch CNY Bazaar had a blast with the sure-win spin-the-wheel game, enjoying the excitement and walking away with exclusive AUPE merchandise!



CNY BAZAAR WITH MOM STAFF BRANCH

At the AUPE-MOM Staff Branch CNY Bazaar, the dart game sparked friendly competition as staff aimed for the bullseye to win top AUPE merchandise. Participants left with exclusive prizes and plenty of joy!



STREET FOOD FUN WITH IMDA STAFF BRANCH

A big thank you to all AUPE-IMDA union members who joined us at the AUPE-IMDA Staff Branch Street Food Bazaar! Members got to enjoy the event with a \$3 food voucher. We hope you had a great time savoring the delicious street food and took home delightful treats!

Keep an eye out for AUPE booths at your agency— drop by and snag some exciting freebies while they last!



AUPE'S 66TH ANNIVERSARY GIVEAWAY!

1ST



Apple MacBook
(Worth \$1400)

2ND



Roborock Vacuum
(Worth \$1000)

3RD



Dyson Airwrap
(Worth \$900)

STAND A CHANCE TO WIN PRIZES WORTH OVER \$3000!*

*T&Cs Apply.

HOW TO JOIN?

- 1 Find us at any AUPE / ACC / AUPE Club member event, dialogue, workshop, roadshow, or induction.
- 2 Get 1 stamp each time you visit.
- 3 Collect 4 stamps to complete your card.
- 4 Fill in your name, phone number, last 4 digits of NRIC & birthdate, and submit your card to us by 31 Dec 2025 !

 Winners drawn & announced: 5 Jan 2026

PARTICIPATE IN EVENTS & COLLECT ALL 4 STAMPS
TO JOIN AUPE'S 66TH ANNIVERSARY GIVEAWAY!

A U P E

Name: _____ HP No: _____

Last 4 digits NRIC: _____ Birthdate: _____



This giveaway is open only to Amalgamated Union of Public Employees' (AUPE) union members. Members may submit multiple completed entries to enhance their chances of winning. Members may submit multiple completed entries to enhance their chances of winning (maximum one prize per winning member). AUPE reserves the right to amend, suspend or terminate the giveaway at any time without prior notice. T&Cs apply, find out more at bit.ly/AUPE66.

#HAPPENINGS



HIKING ADVENTURE WITH SINGAPORE SPORTS COUNCIL STAFF BRANCH

Singapore Sports Council Staff Branch organized a delightful hike from The Rail Mall to the iconic railway tracks at Bukit Timah Railway Station. This engagement event brought staff together to bond, share stories, and enjoy Singapore's beautiful green spaces.

The hike began with enthusiastic strides along the scenic Rail Corridor, where lush greenery set the tone for meaningful conversations and laughter. Midway, an unexpected downpour turned the hike into an adventure instead of dampening spirits, and added a fun twist as participants embraced the rain and continued their journey with smiles and determination.

Reaching the historic Bukit Timah Railway Station, the group paused to appreciate its charm, snap photos and to create lasting memories. This provided a fitting conclusion to the day, with reflections on the hike and strengthened bonds.

A big thank you to the HC team for joining us, adding to the energy and joy of the experience. In spite of the rain, the event was a resounding success, reminding everyone of the power of shared adventures in building connections. Here's to more hikes and camaraderie in the future!



ENHANCING VISION THROUGH KNOWLEDGE WITH ICA AND ICA SENIOR STAFF BRANCH'S EYE CARE TALK



Participants also enjoyed a lovely lunch sponsored by ICA and ICA Senior Staff Branch, setting the stage for a fruitful and meaningful afternoon centered around the importance of eye care.

Mr. Tong captivated the audience with key insights on preventive habits and essential nutrition to maintain good eyesight. Participants also learned valuable tips on early detection strategies for identifying and managing eye diseases, including glaucoma and cataracts.



To end the session on a sweet note, participants were treated to a free tonometry test, a painless procedure which measures the pressure inside the eye to detect potential health issues. This hands-on experience allowed attendees to better understand the importance of routine eye check-ups and their risk factors for certain eye conditions.

The ICA and ICA Senior Staff Branch organized an insightful (no pun intended) Eye Care Lunchtime Talk, featuring Mr. Ken Tong, Founder and CEO of Eyesight.sg.

The session kicked off with a sharing on AUPE union membership where benefits for members were shared.

The talk was well-received, leaving attendees better equipped with practical tips to care for their eyes and inspired to adopt healthier vision practices. Kudos to ICA and ICA Senior Staff Branch for organizing this meaningful and eye-opening event!