



# THE PUBLIC EMPLOYEE

Amalgamated Union of Public Employees

**MAR  
2026**



**AUPE @ 750**



# NEW APPOINTMENT MEMBER OF PARLIAMENT

Dear Members,

I am deeply honoured to have been appointed as a Nominated Member of Parliament (NMP), and grateful for the opportunity to contribute to national discussions and represent the perspectives of working people.

For close to two decades, I have had the privilege of walking the ground as a unionist—engaging officers, listening to members, and working with agencies to improve the well-being of public officers. This has reinforced a simple truth: policies are strongest when shaped by the lived experiences of those on the frontlines of our Public Service.

This appointment is not just a personal milestone—it is an opportunity to strengthen the voice of public officers in our national conversation. Public officers play a vital role in the growth of our nation. As the world of work evolves, it is vital that workers' perspectives remain central to policy-making.

I will continue to champion issues that matter—workplace well-being, fair and progressive practices, and skills development—while advocating constructive engagement between unions, employers, and the Government, a cornerstone of Singapore's tripartite success.

My commitment to the Union remains unchanged. AUPE will continue to be a strong and independent voice for public officers. Together, we can build a stronger and more supportive Public Service.

Thank you for your continued dedication to serving our nation.



Sanjeev Tiwari  
AUPE - General Secretary

*"If you have yet to be part of this collective voice, I warmly invite you to join us."*

[www.AUPE.org.sg](http://www.AUPE.org.sg)



# 750 REASONS TO SMILE!

As we settle into our new home, the Amalgamated Union of Public Employees is taking another step forward to better serve our members – and yes, we’re getting comfortable here too.

Our move is happening in phases, the following services are now operating from our new address at 750 Upper Serangoon Road, Singapore 534622:

- Union Membership
- ACC

With these services now fully up and running at our new location, members can look forward to more streamlined support and an improved service experience.

And here’s a small bonus worth smiling about – we now have a lift! That’s just one of the “750 reasons to smile” at our new home. We’re excited about this new chapter, so stay tuned as we continue the move and share more updates along the way!



AUPE Entrance @ 750 Upper Serangoon Road



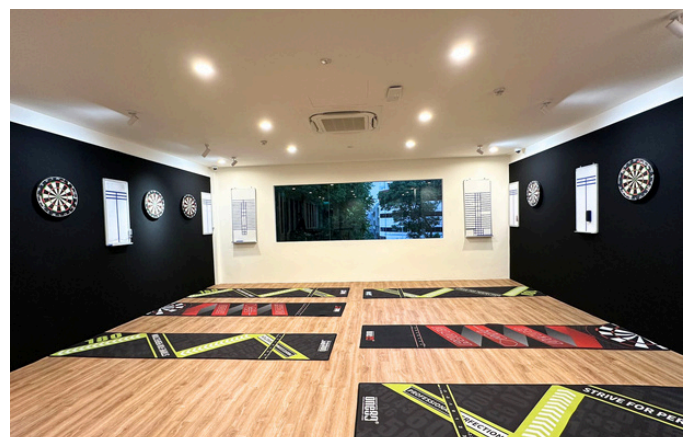
Members' waiting area



New digital registration and refreshments for members



Sing Your Heart Out in Our Brand-New Recreation Room!



Dedicated Dart Zone



# FIND YOUR WAY HERE (NO GPS REQUIRED!)

## DIRECTIONS TO AUPE@750

750 Upper Serangoon Road, Singapore 534622

### Getting Here By Bus/Train:



**ROUTE 1:** From Kovan Station (NE13) Exit C, take bus no. 80/81/82/101/107/136/153 and alight 2 bus stops later at **After Upper Serangoon Shopping Centre (63019)**.

**ROUTE 2:** From Serangoon Station (CC13/NE12) Exit B, take bus no. 101 or 153 and alight 2 bus stops later at **Opposite Upper Serangoon Shopping Centre (63011)**.

**ROUTE 3:** From Tai Seng Station (CC11) Exit A, take bus no. 80 and alight 8 bus stops later at **Opposite Upper Serangoon Shopping Centre (63011)**.



For more information:  
<https://bit.ly/4cOTfNI>

**Hotline**  
[6280 8033](tel:62808033)

**Membership enquiries**  
[membership@aupe.org.sg](mailto:membership@aupe.org.sg)

**Workplace matters enquiries**  
[admin@aupe.org.sg](mailto:admin@aupe.org.sg)



# OWN YOUR PROGRESS: WHAT TO KNOW ABOUT APPRAISALS AND PROMOTIONS

## PREPARING FOR SUCCESS: TIPS TO MAKE YOUR PERFORMANCE COUNT

### Appraisals and Promotions: What Matters

For many public service officers, March brings a mix of hope and nerves. Your performance grade can affect development opportunities and progression. That is why it helps to understand the process and take simple steps, so your work is recognized.

### Three steps to prepare for your review

1) Keep records of your work. Write down your contributions so that your manager has examples to refer to during the review. It can include key achievements, outcomes, feedback received, extra duties and training completed.

2) Align expectations. Early in the year, confirm priorities, goals and how success will be measured. At mid-year, ask: "What should I keep doing?" and "What should I strengthen to show I'm ready for bigger scope?" Regular check-ins reduce surprises.

3) Ask for clear feedback. Ask questions such as "Where are the areas for improvement?", "What would a stronger outcome have required?" and "What are one or two things I should focus on next?"

A note for managers Clear goals and timely feedback help prevent misunderstandings. Be honest and transparent. Share the officer's key strengths, the gaps to work on and the steps to improve.

### Factors affecting promotion

A strong grade helps, but promotion decisions usually consider more than a single result.

Promotions hinge on factors including:

1. Maintain consistent performance: Show a strong and reliable track record.
2. Readiness for the next level: Demonstrate the competencies and ability to perform at the next higher-level job.



3. Model the appropriate behaviors expected of the grade or position

4. Fulfill Service Requirements: Complete any mandatory training or examinations specific to your scheme of service.

5. Identified as the best person for the job: When a vacancy arises, be identified by management as the ideal choice for the position.

Outcomes can differ even among strong performers because promotion decisions look at more than whether you did your job well. What often helps is being able to show how your work creates value and impact for the organization.

### AUPE is here to support you

Do note that performance grade appeals are time-bound and are required within one month of notification. If you have concerns, reach out to AUPE. We can also provide career coaching to help you plan your next steps. Early engagement helps us give appropriate advice and support discussions.



# BEYOND THE BUZZWORDS: AI AND SKILLS AT WORK

## Union Leaders as Catalysts for the Future of Work

As AI and Machine Learning (ML) transform public service work, union leaders play a critical role as catalysts for change. By experiencing the learning journey themselves, leaders can ease members' apprehensions, encourage openness, and provide informed guidance as members navigate AI with confidence.

Building on the strong response from its first run, AUPE collaborated with Ong Teng Cheong Labour Leadership Institute (OTCi) for a second "Embracing the Future: AI and ML in the Workplace" workshop on 4 March 2026. The session equipped AUPE EXCO and Branch Committee Members with timely insights on how AI reshapes jobs, skills, and work processes.

## Equipping Leaders to Navigate Workplace Change

Designed for union leaders, the workshop examined practical implications of AI, including job redesign, skills upgrading, and employability. Shared learning strengthened leaders' ability to engage management, communicate change, and advocate for training pathways supporting workforce adaptation.

"The workshop clarified AI's impact and strengthened my confidence in guiding members." – Sis Radziah Abdul Manaf, AUPE EXCO Member / CPF Branch Chairman

"This session gave us useful perspectives to engage management more constructively on AI, skills upgrading and job redesign." – Bro Michael Wong, AUPE EXCO Secretary / ICA Senior Staff Branch Chairman

## Advancing Union Leadership in Line with Budget 2026 AI Priorities

The workshop aligns with Budget 2026, which emphasizes leveraging AI strategically while strengthening workforce resilience and skills readiness.



As agencies accelerate AI adoption, union leaders play a critical role in shaping responsible transformation for workers and organizations.

"AI and technology will continue to reshape our workplaces. Our responsibility as a union is to equip leaders to engage early, support members, and work with management so transformation goes hand in hand with skills development and good jobs." – Bro Sanjeev Tiwari, AUPE General Secretary

AUPE will continue to expand AI and ML capability-building for leaders, with the next workshop in May 2026. Working with leaders, management, and training partners, AUPE strengthens readiness to support members and shape inclusive, future-ready workplaces.

We look forward to your continued support.





# PARTNERSHIP IN ACTION THROUGH COLLECTIVE AGREEMENTS



## AUPE X NYP

### NYP's 9th Collective Agreement: A Stronger Partnership on 11 March 2026

The signing of Nanyang Polytechnic's 9th Collective Agreement, signed by Principal & Chief Executive Officer Russell Chan Wai Meng and General Secretary Sanjeev Tiwari, marks a key milestone in the long-standing partnership between AUPE and NYP. Beyond a formal agreement, it reflects years of collaboration, mutual respect, and commitment to staff welfare and professional growth. Through continued dialogue and cooperation, AUPE and NYP continue to strengthen support for staff while enabling the institution to thrive. Here's to building on this partnership for an even brighter future!



## AUPE X JTC

### Strengthening Partnership: AUPE and JTC Corporation Sign New Collective Agreement on 23 February 2026

AUPE is pleased to announce the signing of a new Collective Agreement with JTC Corporation, reinforcing the strong and longstanding partnership between the Union and management.

Under the leadership of Jacqueline Poh, CEO, JTC continues its support for union membership by offering one year of complimentary membership to all new sign-ups—a valued initiative first introduced in 2013. This reflects JTC's enduring commitment to constructive union-management collaboration and employee engagement, benefiting employees, management, and the Union alike.



# PARTNERSHIP IN ACTION THROUGH COLLECTIVE AGREEMENTS



## AUPE X SINGAPORE TOURISM BOARD

### Strengthening Collaboration for a Resilient Tourism Workforce

On 29 September 2025, AUPE proudly forged a landmark Collective Agreement with the Singapore Tourism Board. Led by our General Secretary, Sanjeev Tiwari, and STB CEO, Melissa Ow, this partnership marks a powerful commitment to advancing the well-being and growth of our workforce. Together, AUPE and STB are united in strengthening collaboration, championing support, and building a resilient future for all who serve Singapore’s vibrant tourism industry.



## AUPE X CDA

### AUPE Celebrates Partnership with the Communicable Diseases Agency (CDA) on 10 December 2025

AUPE is proud to support the Communicable Diseases Agency (CDA) as it forges ahead as a new and forward-looking organisation. The signing of our Collective Agreement on 10 December, signed by CEO Professor Vernon Lee and AUPE General Secretary Sanjeev Tiwari, marks an important milestone, formalising our strong union-management partnership and shared commitment to fair employment practices, open communication, and a future-ready workforce.

We look forward to continuing our collaboration, building a positive, progressive, and supportive environment for all CDA staff.



# GOVINSIDER – FESTIVAL OF INNOVATION HIGHLIGHTS

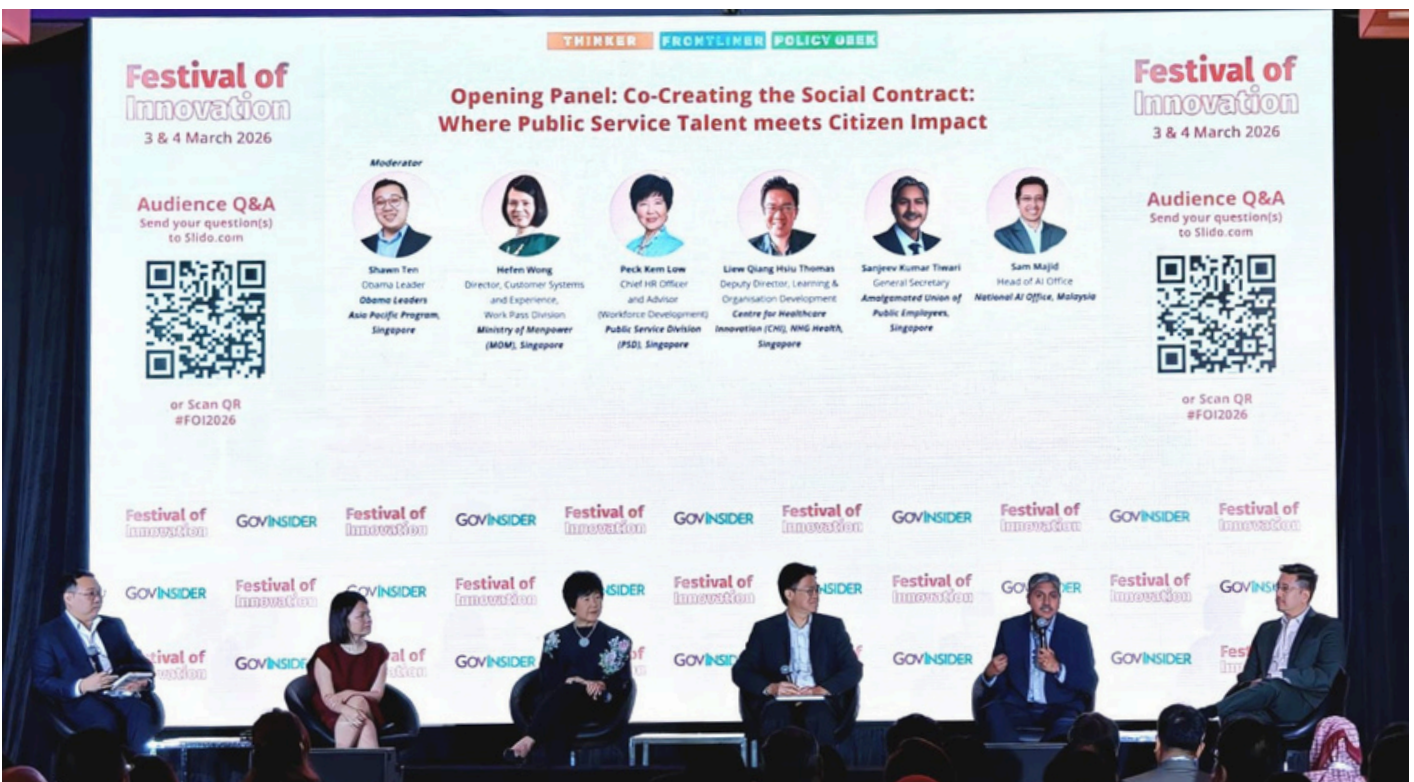


## AUPE X GOVINSIDER

AUPE was proud to participate in the Festival of Innovation 2026 as a Community Partner, joining public sector leaders and innovators to explore how governments can navigate rapid technological change while continuing to deliver meaningful outcomes for citizens.

Our General Secretary, Mr. Sanjeev Tiwari, also took part in the panel discussion, “Co-Creating the Social Contract: Where Public Service Talent Meets Citizen Impact.” The session explored how the most critical future-ready capability is not simply the use of technology, but the ability to apply it in ways that create better outcomes for citizens. The discussion highlighted the importance of equipping public officers with capabilities such as adaptive leadership, systems thinking, and behavioural design to help break down barriers and drive meaningful change. As organisation fast forward with AI, the organisation should take care of its people.

As innovation accelerates, people remain at the heart of progress. AUPE remains committed to supporting public employees as they adapt, grow, and thrive in an evolving public service landscape.





# MCCY BRANCH ENGAGEMENT BUILDING BONDS, PROMOTING WELL-BEING

## Steps That Connect: Ministry of Culture, Community and Youth (MCCY) Branch Brisk Walk/Run Around Marina Bay

Set against Singapore's iconic skyline, members of the MCCY Branch and officers from the National Heritage Board came together for a Brisk Walk/Run from the Asian Civilisations Museum to Marina Bay Sands and back. The scenic waterfront route offered a refreshing setting for participants to stay active while connecting beyond the workplace through conversation, laughter, and shared experiences.

The event highlighted the Branch's commitment to inclusivity and holistic well-being. Open to participants of all fitness levels, the walk/run encouraged both physical activity and meaningful engagement. MCCY Branch Chairman, Mr Arul Krishnan, emphasised that such initiatives go beyond exercise, serving as a platform to strengthen relationships, foster belonging, and promote a healthy lifestyle within the union community.

Participants appreciated the opportunity to interact with colleagues in a relaxed environment while enjoying Singapore's heritage and modern landmarks. The MCCY Branch extends its appreciation to all who took part, reaffirming its commitment to building a healthy, engaged, and connected membership—one step at a time.



Left in purple: Ms Denisonde Simbol  
Center in dark blue: Mr Arul Krishnan MCCY Branch Chairman

Mr Arul Krishnan MCCY Branch Chairman: Speaking on the significance of the event, Mr Arul Krishnan, MCCY Branch Chairman, shared: "The Brisk Walk/Run is more than just an exercise session. It is a meaningful platform for us to come together, strengthen relationships, and promote a healthy lifestyle. Activities like these help build solidarity and a strong sense of belonging within our union family."

Ms Denisonde Simbol, participant from National Heritage Board shared their experience: "It was refreshing to exercise together in such a beautiful setting. I really enjoyed chatting with colleagues whom I don't usually interact with at work."





# AUPE STAFF RETREAT 2026: ADVENTURE, LAUGHTER & SEAFOOD GALORE!



## STAFF RETREAT 2026: SPEED, SMILES & SEAFOOD!

On 15–16 January, our team headed to Batam, Indonesia for a retreat packed with excitement and camaraderie. From thrilling go-kart races to lively team games filled with cheers and friendly competition, the two days were full of energy and laughter.

And of course, no trip would be complete without indulging in delicious seafood feasts to wrap up the day. It was a wonderful opportunity to unwind, strengthen bonds, and create memorable moments together — because the best teams are built not just at work, but through shared experiences too.





# AUPE – MEMBERSHIP SIGNUP PROMOTION



## Q2 | 2026 SIGN UP GIFT

Apr – Jun

3 in 1 wireless multi purpose  
charging station  
Phone/ watch/ ear buds

## KEEP YOUR TECH JUICED, HASSLE-FREE

Power Up All Your Devices at Once!

Say goodbye to tangled cables and multiple adapters. Our 3-in-1 Wireless Charger\* lets you charge your phone, smartwatch, and earbuds simultaneously on a single, sleek platform. Compatible with iPhone, Android, and Qi-enabled devices, it keeps all your essentials ready to go.

Key Features:

- Versatile Charging: Supports phones, smartwatches, and Bluetooth earbuds
- Multiple Viewing Angles: Portrait or landscape mode while charging
- Advanced Safety: Overcharge, overvoltage, overcurrent, and foreign body detection
- Compact, convenient, and reliable—your devices deserve a smarter way to charge.

Sign up now at [www.aupe.org.sg](http://www.aupe.org.sg) and get it for **FREE**.

Existing members can also refer colleagues and friends to **SIGN UP** and get rewarded too.

Receive \$10 for every successful referral—our way of saying thank you for growing the AUPE family.

- New members simply need to provide the referrer's name and last four digits of their NRIC on the physical form under "Recruiter's Name and NRIC".
- For online applications, enter the referral code via the MYNTUC App.

Stock colours will be distributed.

\*Covers majority of the devices. Terms and conditions apply.

## AUPE TREATS – A CELEBRATION OF YOU!

Unlock Curated Rewards! Enjoy exclusive promo codes, available for our members until 31 Dec 2026.

- 20% OFF at The **Planet Traveller online**
- 15% OFF at **Chocolate Origin online**
- 10% OFF at **JOURNEY online**

Not a member yet? Join us and enjoy rewarding benefits at [aupe.org.sg](http://aupe.org.sg)  
Existing members can also refer your colleagues/ friends to sign up and get rewarded too!



# CONNECTING WITH OUR MEMBERS IN MORE MEANINGFUL WAYS



## YOUTHS

**Amalgamated Union of Public Employees**  
REPRESENTING PUBLIC EMPLOYEES SINCE 1959

### AUPE kicks off 2026!

As we settle into our new premise, we are building a stronger AUPE to serve and support our members even better. We are moving in Phases, and as of 9 Feb 2026, the following services will operate from our new address at 750 Upper Serangoon Road, Singapore 534622:

• Union Membership | ACC

With Union Membership and ACC now fully moved to 750, we are ready to offer more streamlined support and enhanced services. Stay tuned for more updates as we continue this exciting journey!



## At the Heart of Public Service

**Amalgamated Union of Public Employees**  
REPRESENTING PUBLIC EMPLOYEES SINCE 1959

### 10 Reasons to Smile!

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Start Your Course, Own Your Future



## Family

**Amalgamated Union of Public Employees**  
REPRESENTING PUBLIC EMPLOYEES SINCE 1959

### The Upgrade That Moves Us Forward

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## Alumni

**Amalgamated Union of Public Employees**  
REPRESENTING PUBLIC EMPLOYEES SINCE 1959

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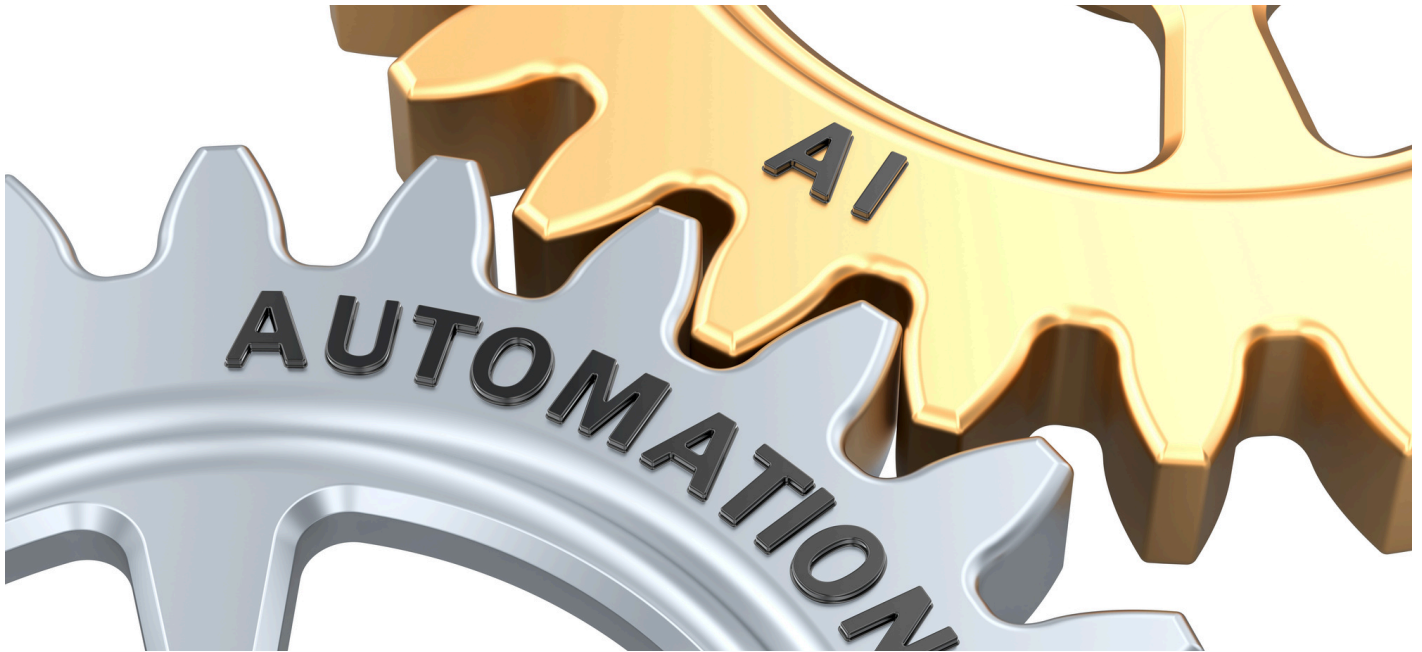
Recognising that each group has its own interests, priorities, and needs, this approach enables us to communicate more meaningfully through programmes, content, and initiatives that are most relevant to them. By adopting a more audience-centric strategy, AUPE aims to strengthen engagement through targeted updates, curated events, and opportunities that resonate with each segment.

Check out your segment that's close to your heart.

Through this more tailored approach, AUPE seeks to build deeper connections with our members and ensure that we continue to support and add value at every stage of their journey with the Union.



# AGENTS OF CHANGE: AUPE TRANSFORMATION CHAMPION 2026



The AUPE Transformation Champion 2026 recognises members who rise above these challenges by embracing a Worker 5.0 mindset—leveraging digital tools, adopting AI where relevant, continuously upgrading skills, and adapting positively to workplace change. These individuals turn pressure into progress and lead the way in building a future-ready workforce.

We invite members to nominate themselves or their colleagues who embody these qualities. Four outstanding nominees will be selected, with their stories featured in AUPE's TPE 2026.

## Winning Criteria

### Submissions will be assessed based on:

- Productivity Improvement – Use of digital tools or innovations to enhance work processes
- Skills & Employability – Commitment to upskilling, digital learning, or AI-related training
- Adaptability & Growth Mindset – Ability to embrace change and evolving/ new job roles

## What's in it for Winners?

- Self-nomination: \$50 Grab e-Voucher
- Nominated by a member:
  - Proposer receives \$20 Grab e-Voucher
  - Nominee receives \$50 Grab e-Voucher
- Opportunity to be featured in AUPE's TPE 2026

## Eligibility

- AUPE member for at least 6 months
- Not previously featured in TPE articles (2023–2025)

## How to Nominate

1. Submit the online form [HERE](#)
2. Share examples of Worker 5.0 traits
3. Deadline: 1 May 2026

**Four winners will be announced by 30 June 2026.**



## Advancing Together: A Stronger, More Impactful Credit Co-operative Sector

The Singapore Co-operative Movement has continued to grow in strength, purpose, and impact—driven by the collective commitment of our credit co-operatives. Milestones such as the centennial celebrations of SGS Co-op, SSBEC, and Citiport Credit Co-op brought the sector together in shared pride, while a series of initiatives amplified the contributions of co-operatives locally and internationally. With more co-operatives set to reach their centenary in 2026, the movement is poised to further strengthen its visibility and voice.



This progress is anchored in meaningful social impact. Credit co-operatives have extended over \$355 million in loans to more than 11,000 members, alongside contributing over \$950,000 in education support to uplift members and their families. Beyond financial assistance, initiatives like the Empowering Communities Fund (ECF) reflect a deeper, purpose-led commitment—where co-operatives actively co-create and contribute to community, wellbeing, and education efforts. At the same time, strong participation in governance reviews and sector initiatives has reinforced accountability, trust, and shared stewardship across the movement.

Looking ahead, continued investment in leadership, collaboration, and transformation will be key. Growing participation in leadership programmes has strengthened succession and continuity, while peer learning and digital advancements have enhanced operational effectiveness and member experience. Coupled with regional and global engagement, these efforts position the sector to thrive in an increasingly interconnected world.

Together, we have built a strong foundation—and by continuing to work collectively, we can deepen our impact and shape a resilient, future-ready co-operative movement.



## The Youth Table: Voices of Young Workers

On 27 February 2026, Young AUPE organised its first youth focus group discussion, The Youth Table, bringing together 20 young public sector members for an open and meaningful dialogue on issues that matter to them. Held as a closed-door session at AUPE @ 750, the discussion created a safe space for participants to share candid perspectives on two key themes: Wages & Cost of Living and Jobs & Career Security.

Participants spoke openly about the growing financial pressures faced by young workers today. Rising costs of daily necessities such as groceries, transport and utilities were highlighted as key concerns, alongside the challenge of balancing personal financial stability with supporting family members. Housing affordability and long-term financial planning were also recurring themes during the discussions.

Another major topic raised was job security. Many participants shared concerns about the increasing prevalence of contract employment and the uncertainty it creates for long-term career progression.



The need to constantly upskill in an evolving work environment, particularly with the rise of technology and automation, was also discussed. The session was facilitated by Brother Amin (NParks) and Brother Marcus (CAAS). We also had representatives from various union such as IRASSU, AUSBE, UWEEL and ESSU that supported us. The Young AUPE Core Team, led by Lalethaa, worked alongside Brother Asyraf (SCB), Adillah (NEA), Sze Min (MOM), Nurhayati (SCB) and Kok Kuen (MOM) to make the session possible. Insights gathered from the session will contribute to upcoming Youth Focus Group dialogue discussions in May. The next Youth Table session will focus on exploring Union Relevance to Youths, continuing Young AUPE's efforts to strengthen youth engagement and representation. Through initiatives like The Youth Table, Young AUPE remains committed to listening, learning and amplifying the voices of young workers.



**Connect.  
Grow.  
Lead.  
Scan to join  
Young AUPE**

— Young AUPE Committee



# THIS ONE CONFIRM YOUR NEW HANGOUT PLACE

### Ready to clock out and switch to relax mode?

Unwind, recharge, and connect at AUPE’s new KTV-style Recreation Room—your cosy spot for karaoke, catch-ups, and pure shiok vibes.

### Promo Package:

Enjoy the room free of charge when you hit the minimum spend on food and beverages – plus, complimentary soft drinks and snacks with every booking!

### What’s included:

- Complimentary Wi-Fi
- Card games available
- Mobile charging access

### KTV MIN. SPENDING AMOUNT

DURATION	MEMBER	PUBLIC
2 HOURS	\$150	\$200
4 HOURS	\$300	\$400
6 HOURS	\$500	\$600

**NO ROOM CHARGE WITH  
MIN. SPENDING!  
COMPLIMENTARY SOFT  
DRINKS & SNACKS**

HOURLY ROOM RATES (NO MIN. SPENDING):  
MEMBER: \$30/HOUR PUBLIC: \$40/HOUR



Recreation Room

*For bookings of the following event spaces,  
please email [club@aupe.org.sg](mailto:club@aupe.org.sg) for more information.*



Multi-Function Room



Darts Area



Member's Lounge



Recreation Room

**Exciting New  
Event Spaces on  
the Way.  
Stay Tuned!**

**Start the Good Life with ACC: Save More, Earn More, Enjoy More All in One App!**



**3 months @ 1.20% p.a.**

**Effective from 1 April 2026**

The funds will be refunded directly to members via PayNow (NRIC/FIN).

**Join ACC and receive an OTO Misty air**  
Breathe easier with the OTO Misty Humidifier – adding essential moisture for a fresher, more comfortable indoor space



**Join Us Today | [Click Here](#)**



**Grow with us**

Download and start the *Good Life* Today

**Savings/  
Withdrawals**  
Instantly credited to your bank account

**Open Term  
Deposit**  
With Fresh Funds or ACC Savings Deposit

**Upload  
Documents**  
Into your account folder for processing

**Download  
e-Statements**  
Into your account folder for processing

**Your Trust! Our Commitment!**



**AUPE**  
*Services*  
**General  
Co-operative**

**AUPE General Services Co-operative**

Supporting members' well-being with practical, affordable care—schemes like AWS-H, AWS-H FAMILY, and AWS-H PLUS provide hospitalisation benefits without health assessments, easing costs so members can focus on recovery.

**Practical  
Affordable  
Well-Being  
Starts Here**



**AUPE's Welfare Scheme for Hospitalisation**

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

**Up to \$100 per warded day**

**Complimentary**

**Coverage for members**

- Receive \$20 per warded day in a local hospital for ACC members
- No health assessment or declaration needed

**UPGRADE**

**AUPE Welfare Scheme for Hospitalisation @ \$7/pax/month**

Receive \$120 day for first 30 days and subsequently \$100/day.

Private Insurers from \$15/month

**AWS-H Hospital Benefit Upgrade**

**AWS-H (PLUS) For You**

- AUPE members ≤ 61 years of age
- \$100/ day payout
- Claim limit: \$36,500
- Cost: \$7/month

**Get Covered with AWS-H Today!**

**AWS-H (Family) For Loved Ones**

- Parents, spouse & children
- Family ≤ 61 yrs, Children ≥ 1 yrs
- \$100/day payout
- Claim limit: \$36,500
- Cost: \$7/month

**Include Your Family in Your Care Today**