



The Public Employee



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AUPE CELEBRATES NATIONAL DAY WITH A RETRO-LICIOUS NIGHT AT NOVOTEL CLARKE QUAY

More than 400 AUPE officials, friends and distinguished guests donned in their vintage attires celebrated the nation's birthday on the night of 19 Aug.

AUPE's General Secretary (GS) Yeo Chun Fing opened the night with a keynote speech, highlighting some of our key achievements, collaborations, and possible challenges.



Preparing for the future

Quoting this year's GDP growth forecast of 1 – 2%, GS Yeo reminded union leaders of the uncertain future and the need to prepare ourselves to remain relevant. SkillsFuture is one of many ways we can get ready for future jobs. It is also important for us to work closely with our management partners to co-create the future together.

Closer Labour-Management Relations

As GS Yeo put it, our labour-management ties have never

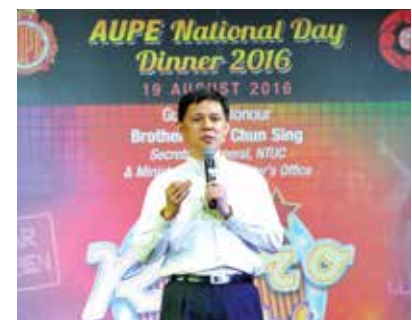
been better. He shared how CAAS had agreed to lift the exemption on Air Traffic Control Officers from the Retirement and Re-employment Act following the recent review four years after the exemption was made. Additionally, the MOU signed this year between PSD and AUPE covering all officers also displayed the focus on collaboration and trust-building by both parties.

Staying relevant

GS re-emphasised the need for our members to stay relevant to the economy, for AUPE to stay relevant to the needs of our members, and for AUPE to continue to grow and effectively represent the majority of public employees.

The night's Guest-of-Honour, NTUC's Secretary General Chan Chun Sing also gave the audience two take-away points from his speech: (1) for the

Public Sector to lead in getting rid of the lingo 'Rank and File' as there should not be a caste system in the public service; and (2) for all to remember that they are representing the public sector and to uphold their image as public employees.



The night continued with entertaining performances and the most exciting Lucky Draw of the year.

A big thank you to the organising committee for their months-long hard work preparing for this event.

EMPOWERING OUR BRANCH OFFICIALS TO SERVE MEMBERS BETTER



More than 20 branch officials, ordinary AUPE members and staff are now better equipped to help fellow members with workplace issues.

Spread across three months from Jun to Aug 2016, the customised Basic Certificate in Industrial Relations (BCIR) workshop co-organised by AUPE and the Ong Teng Cheong Labour Leadership Institute (OTCi) comprised of three modules, one of which was held in Malacca.

The modules covered topics such as the Singapore Industrial Relations (IR) System, Grievance Handling, Dispute Resolution and Membership Benefits, giving participants a better idea of the qualities and responsibilities of a union leader.

Coming from various ministries and statutory boards, the participants learnt some of the

“BCIR helped me to understand my role as a unionist, and how the Industrial Relations System, policies, legislation and practices in Singapore work. I am glad to have made friends from different organisations and learnt through our sharing session on the issues they faced as union leaders and how they solved them.



Overall, the course helped to prepare me in assisting my members.”

*Erda binte Adam,
committee member of the MOE Staff Branch*

best practices and common issues members face in different organisations.

New friends were made and closer bonds were fostered along this learning process. Many branch officials who attended BCIR were inspired to do even more for their members and planned to upgrade their skills by taking

the Intermediate Certificate in Industrial Relations (ICIR) next year.

Hope to take your first step in IR too? Contact us at admin@aupe.org.sg today!

BETTER WORK-LIFE BALANCE FOR CAAS OFFICERS WITH NEW COLLECTIVE AGREEMENT

On 30 Aug 2016, AUPE and the Civil Aviation Authority of Singapore (CAAS) signed a new Collective Agreement (CA) at the CAAS's annual Long Service Awards (LSA) Ceremony. This helped showcase the good Labour Management Relationship shared by both parties.

The enhancements in the CA is testimony to CAAS's intent in partnering the union and working towards a more inclusive workplace. The enhancements will enable officers to provide for a better work-life balance.

Some of the key enhancements in the CA include:

- the increase in scope of representation to fully represent Civil Service MX12-equivalent officers and limited representation for Civil Service MX11A-equivalent officers;
- the introduction of 1-day Birthday Leave and 1-day Volunteer Leave
- the conversion of Eldercare Leave to Family-care Leave to allow officers to also care for grandparents-in-law, spouse, and children between 13 to 18 years old

AUPE thanks CAAS for their partnership and continued support.



A FUN TIME-OUT FOR ITE & AUPE

AUPE, the Institute of Technical Education (ITE) and the Union of ITE Training Staff (UITS) held the joint Management-Union Games for the 34th year running on 12 Aug 2016. Held at ITE College Central, the half-day competition saw union and management officials growing closer through sports, entrenching the harmonious working relationship that both parties have enjoyed over the years.

Mr. Yeo Chun Fing, General

Secretary of AUPE welcomed all participants on behalf of the ITE Staff Branch, who were the organisers of this year's fun sporting event. Three teams comprising staff from AUPE, UITS and ITE then competed in archery, golf and captain's ball consecutively.

Despite the fierce contest between teams, everyone was a winner and walked away with a prize in hand before proceeding with the tea reception to conclude the day.

APPRECIATING SENIORS & WORKING PEOPLE FROM THE *Heart*

Sometimes, the smallest actions can make the biggest difference in someone's day.

In the month of August, AUPE officials and Young NTUC worked together to touch the hearts of close to 500 workers and elderly through small, meaningful projects as part of Young NTUC's U Heart initiative.

13 AUG 2016 @ THE SOCIETY FOR THE AGED SICK

About 20 branch officials and staff volunteered their 'heart' on a Saturday morning to put a smile on the faces of the residents at the Society for the Aged Sick. The event saw the volunteers coming together with residents to create a huge



Singapore flag which would be displayed in the Society.

But, the 'heart' to make the residents happy did not stop there! To celebrate the nation's birthday with even more residents, the volunteers headed to the wards to distribute specially prepared goodie bags and chat with the residents.



Upon arrival, the volunteers were greeted by TIP's General Manager, Mr. Pang Fook Chong, who brought them through the plant's processes. A mini tour of the plant thereafter helped the volunteers understand in greater detail the important role every staff plays in the incineration plant.



23 AUG 2016 @ TUAS INCINERATION PLANT

Young AUPE and volunteers from the NEA Staff Branch, AUPE and Young NTUC celebrated National Day with workers from Tuas Incineration Plant (TIP), the second refuse incineration plant in Singapore burning close to 1,700 tonnes of refuse daily.

The event showed appreciation to over 60 TIP employees for keeping Singapore clean and green, over a simple tea reception. All employees were given a token of appreciation for their hard work.





**31 AUG 2016 @
NATIONAL PARKS
BOARD**

Young NTUC, AUPE and NParks prepared a different kind of lunch for close to 350 landscape technicians (LT), staff and contractors, featuring a buffet, six snack stalls and the all-time favourite, an instant photo booth.

The event planned to appreciate the LTs' tireless effort in making Singapore a beautiful, green city.



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AUPE GETS ACTIVE FOR SINGAPORE'S 51ST BIRTHDAY

Isn't it funny how we always manage to find excuses not to exercise?



Launch of GetActive! Singapore

Indeed, it takes some effort to add a few hours of workout into our weekly schedule. But thanks to GetActive! Singapore, our members and their loved ones got to rekindle their love for exercise in a fun way during the National Day week.

Following its launch on 31 Jul 2016 at the Padang, the Active Enabler Programme supported

organisations in the week-long sporting bash to motivate people to get active. GetActive! Singapore sponsored goodie bags to all participants, and organisations could engage a SportSG fitness instructor to lead in their workouts at the event.

ACTIVE WOMEN KEEP FIT: BRISK-WALK @ GARDENS BY THE BAY

Taking the lead in this healthy initiative were the AUPE Women's Committee and the Ministry of Education (MOE) Staff Branch.



To keep the momentum going, close to 80 members and their loved ones started their morning on 6 Aug 2016 with a walk in the Gardens – a free event organised by the AUPE Women's Committee.

Participants exercised their grogginess away with an hour of combined Zumba and thematic workout led by a SportSG's fitness instructor before embarking on their scenic stroll, flagged off by AUPE's Advisor Ma Wei Cheng.

The event was made even more exciting with a quiz for the participants. They had to find the answers during their walk, and winning teams got to receive exclusive prizes.



51ST NATIONAL DAY CELEBRATION THROUGH SPORT

Most of us may have never heard of Bokwa, but some 50-odd MOE Staff Branch members and their family members can now describe exactly how this seemingly effortless sport can help you sweat buckets.

The health-boosting workout was followed by a nature walk at the Bidadari Park and ended with a proud rendition of our National Anthem, "Majulah Singapura" to celebrate the nation's 51st birthday.

Apart from making new friends and having fun together, all participants also received an exclusive GetActive! Singapore goodie bag, making their Saturday even more rewarding.

IN MEMORY OF THE LATE S R NATHAN: 4 MUST-READ BOOKS FOR UNION MEMBERS

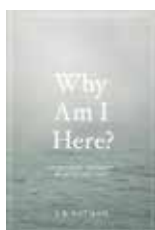
Mr. S R Nathan passed on on 22 Aug 2016. He was 92, and had been Singapore's longest-serving President. For Singapore's Labour Movement, he was our brother in arms, worker's keeper and people's leader.

To AUPE, not only was he co-opted as a Vice-President during our early days, he also graced our 50th Anniversary

Dinner and witnessed how we grew over the years. From a small "kampung boy", he too grew from being a social worker, trade union activist and diplomat to the man holding the highest office in the nation. Mr. Nathan led a distinguished public service career that spanned five decades, and his life was an "inspiration to us all," like Prime Minister Lee Hsien Loong said.

Despite having lived through hard times, he had made sterling contributions to nation-building and protecting Singapore's interests. We can all learn something from the great man. Read about his humble journey and how he overcame the many odds to gain the respect of many in these four books.

Why Am I Here? (2010)



In this book, Mr. Nathan shares on his purpose and career.

At one of the lowest points of his career when he considered quitting his job, a Catholic Chaplain of the seafarers, Father Fox advised him, "Over the period that you have worked in this job, how many have walked through that door, relieved that you had solved their problems, or helped them face their difficulties? Perhaps they have not shown their gratitude, but in their heart of hearts they would have left in the belief that there was someone like you to turn to in times of need.

You must understand that it is not in the nature of Man to be grateful. So in whatever you or I do for others, we must never expect gratitude. If we do, we will only be disappointed. Just because one instance has taken place where an ungrateful man has acted improperly, and your superior has not viewed the matter fairly, you want to leave the job? My boy, think through this question – why am I here?"

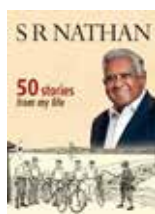
Winning against the Odds (2011)



Mr. Nathan once said: "The trade union movement is the place where the small man rises. The small man is important. Don't take him for granted. It is the trade union movement that gave me the courage to stand up and speak to big people without fear."

It was a time of turbulence in the 1960s and Mr. Nathan played an important role in setting up the Labour Research Unit, winning over the trust of workers and unions despite the political, economic and social odds.

50 Stories from My Life (2013)



A collection of stories comprising excerpts from Mr. Nathan's memoirs, *An Unexpected Journey: Path to the Presidency*, rewritten in simpler English.

In one of the chapters, Mr. Nathan demonstrated utmost courage during the Laju Hostage Crisis in 1974 when he and a team of officials bravely took the place of five crew members of the Laju ferry which was held hostage by the Popular Front for the Liberation of Palestine and Japanese Red Army terrorists.

The Crane and the Crab (2013)



A timeless fable retold by Mr. Nathan with beautiful and colorful illustrations by Angee Neo, which makes for a good bedtime story for children of all ages.

It is a story of a crane gobbling up every fish in the pond by tricking them into believing that he will bring them to a bigger pond. However, the crab who had observed what happened to the fish was not as gullible.

This fable is a reminder that we should not trust anyone blindly and to use our wits to get ourselves out of difficult circumstances.

Tan Sze Wei
Asst. General Secretary,
AUPE



SINGAPORE POLYTECHNIC BRANCH BONDS WITH MEMBERS OVER THE KING OF FRUITS

If there was a time every year which our SP branch looks forward to, it has got to be July – when we organise a durian trip for our members and their loved ones.

Despite reports on the drop in good durians harvested this year due to the hot weather, we still managed to have 44 participants – including a year-old baby and members from other branches – join us for this trip to Malaysia on 6 Aug 2016.

We were treated to a tasty Chinese Dim Sum breakfast in a local Malaysian restaurant before heading to Kukup for a visit to a floating fish farm where many of us purchased local products like fish crackers and salted fish.



At the fish farm



Participants posing for the camera while digging in



Waiting for breakfast in Malaysia



On board a fishing boat towards the floating farm

After the simple lunch at the farm, we were off to the highlight of the trip: the eat-all-you-can durian buffet!

Next, with the lingering fragrance of durian in our mouths, we headed to AEON Jusco Bukit Indah Shopping Centre for a shopping spree before heading to the beautiful Chinese restaurant at Horizon Hill for a scrumptious Chinese dinner.

The participants returned home greatly satisfied with the trip and company. We are happy to have grown closer to our members and their loved ones in this annual event. Do look forward to our next durian trip in 2017!



All smiles for the group photo to commemorate the enjoyable day trip

*Chan Kok Wai
Chairman,
Singapore Polytechnic
(SP) Staff Branch*



**Wish to share a story with us?
Send your photos and write-up to sarah_cheng@aupe.org.sg today!**