

Public Sector Union-Management Gathering 6 July 2021

Partnership in the new normal: Building a sustainable and adaptable workforce

Why this theme?

The Covid-19 pandemic has created huge disruptions to the workplace. The purpose of the Public Sector Union-Management Gathering is to strengthen union-management relations by forging a common vision.

Who were the guests of honour?

Mr Leo Lip, Head of Civil Service

In his opening remarks, Mr Lip shared that the public sector would transform in three ways: (i) how officers **work** (ii) the **workforce** and (iii) the **workplace** (or loosely termed the 3Ws of public sector transformation). He urged closer partnership between unions and management so that public service officers would be better developed and psychologically ready to embrace these impending transformations.

Mr Ng Chee Meng, Secretary-General of NTUC

In response to Mr Lip's opening remarks, Mr Ng expounded on the value of the Company Training Committees (CTCs) to the 3Ws of public sector transformation. In particular, Mr Ng reiterated that workers need to be lifelong learners so that they may meet the demands of transformation; in doing so, Mr Ng opined, workers can then look forward to better **wages, welfare and work prospects** (the 3Ws of the Labour Movement).

What were some learning points of the event?

THINK OF THE FUTURE



WHAT IS MY FUTURE WORK?
WHAT IS MY FUTURE WORKFORCE?
WHAT IS MY FUTURE WORKPLACE?

AM I READY FOR
PUBLIC SECTOR TRANSFORMATION?

THINK GROWTH

THE GROWTH MINDSET CONTINUUM

What can you do to change your Mindset and

GROW?

I won't do it | I can't do it | I won't try to do it | I don't know if I can do it | I'll try to do it | I can do it | I will do it | Yes I did it!

HOW DO I BECOME A BETTER WORKER SO THAT I HAVE BETTER WAGES, WELFARE AND WORK PROSPECTS?

HOW DO I LEVEL UP?

Going Forward...

(a) What adaptive skills should I chart for my future?

How far have I embraced SkillsFuture for Educators? What are some critical workplace adaptive skills e.g. negotiations and influence that I need to pick up? What is my existing mindset towards transformation e.g. am I ready to unlearn and learn?

(b) How would I chart my growth?

Do I create time and space to address perennial and new concerns? How far do I exercise agency and decide on my areas for growth?

(c) What support do I need to bring about my growth? Whom may I consult for guidance?

Do I seek career guidance from my reporting officer, my union, and quality career coaches?

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What is career coaching?

- Career coaching is about you getting the support, help, and guidance you need to figure things out to manage your career priorities and achieve your career goals.
- For example, have you been procrastinating about taking part in the Annual Posting Exercise? Career coaching would help you to make a decision.

What does a career coach do?

- A career coach asks questions, gives you guidance, and helps you to exercise agency so that you can overcome your career challenges and seek opportunities.
- For example, if you are taking part in the Annual Posting Exercise, a career coach would guide you to identify the opportunities and challenges – both implicit and explicit – of doing so.

How do I make the most out of my career coaching sessions?

- **I reflect on my growth.**
 - (a) What core competencies, workplace experiences and strategic partnerships have I cultivated in the course of my career?
 - (b) How do I build on these for future opportunities?
- **I accept my present state.**
 - (a) What are some factors that have impact on my career?
 - (b) What are my present career priorities, and how have they changed with time?
- **I look forward to my future.**
 - (a) What are some opportunities that I may explore?
 - (b) What support do I need to seize these opportunities?

How do I arrange to meet a career coach?

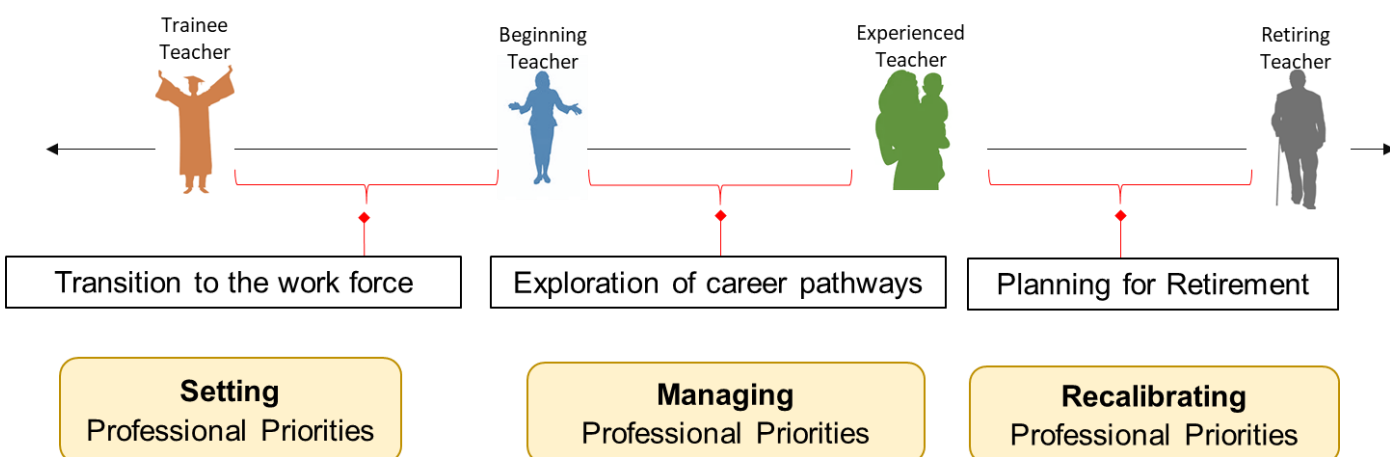
- I may contact the STU at stu@stu.org.sg.
- I may also consider public service career coaches at www.go.gov.sg/bookacareercoach

What are some common topics/issues I can raise to my career coach?

- **Exploring my Career Interests.** *What are the areas of work in (and out) of public education that I would like to explore e.g. curriculum content, pedagogical excellence, policy planning?*
- **Planning my Career.** *What are the critical career milestones, professional development, and workplace experiences I need to progress in my career?*
- **Finding Purpose at Work.** *What are the aspects of my work that energise me? How do I deepen my expertise so that I renew my purpose at work?*
- **Lifelong Learning.** *Beyond the key courses organised by my school, how far have I cultivated adaptive skills for my future?*
- **Starting a New Role.** *How do I know when I am ready for a new role? How do I grow seamlessly into my new role?*
- **Making a Career Switch** e.g. moving from Education Officer to Student Welfare Officer. *What are the push, pull and stay factors I must consider for a career switch?*
- **Retiring Purposefully.** *How far am I prepared for re-employment? How ready am I for new types of work and new workplaces in my re-employment years?*



is here for you throughout your career.



We help you to anticipate your career priorities.



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NTUC Club is working on establishing six Interest-Based Communities; these communities are not tied to ages and all are welcome to join with special privileges, discounts, promotions and events especially catered for NTUC members. The six Interest-Based Communities are:

1. Happy Eco Club (Gardening)



Calling all who are interested in gardening - whether you are a beginner or a veteran gardener. Join our Happy Eco Club and take part in gardening events and activities, resources, promotions and discounts, especially for NTUC members. Expect giveaways and contests, and stay tuned for new and exciting community gardening events. Embark on your gardening journey with us! PS: Join our Facebook group and stand a chance to be one of 50 lucky winners to win a microgreens kit and virtual workshop bundle by participating in an online survey!

Take the survey now:

<https://hubs.ly/H0R5M-z0>

Website:


<https://bit.ly/ULiveHappyEcoClub>

Contact person:

wendy.chan@ntucclub.com.sg



2. SG Furkids (Pets)



A fun virtual community for pawrents. Learn more about your furkids' health & nutrition, hangouts, products, accessories and services on promotions, inspiring stories, events (virtual for now), adoption, contests and giveaways. SG Furkids focuses on 3 areas: (a) Knowledge-driven, those who wish to know more about care tips or understand the breed (b) Community-driven, those who enjoy interacting with other pawrents and (c) Benefit-driven, those who are looking for promotions, special deals, win contests/lucky draws etc. Join us on Facebook today!

Find out more:


<https://www.facebook.com/groups/sgfurkids/>

Contact person:

sharmaine.look@ntucclub.com.sg



3. Baking Community




Calling all who are interested in baking, whether you are a beginner or seasoned home baker. Join the upcoming Baking Community and look out for baking related resources, events and activities, exclusive deals and promotions, especially for NTUC members. Keep up to date with new and exciting baking happenings. Join in the baking survey here <https://bit.ly/ubakesurvey> and be among the first to be invited to the baking community when it is launched in mid-July!

Contact person:

xiaoyuen.chen@ntucclub.com.sg



4. Esports



Keen to try out E gaming but can't find likeminded players? Come join our Esports community now! Esports is a form of social and sport challenges. Esports improves hand-eye coordination, attention, visual acuity and encourages problem solving and strategy skill development. Esports often takes the form of social interaction, organised multiplayer video game challenges or competitions. Join our interest group today!


Website:

<https://www.usports.com.sg/sporting-interests/e-sports/>

Contact person:

eugene.chong@ntucclub.com.sg

5. U Golf




Keen on finding out what golf as a sport is all about? Come join our U Golf community! Golf is a good form of exercise with no age barrier. Enjoy tranquil surroundings of golf courses, which is good for body and mind. U Golf strives to make golf affordable for all members, allowing trials to lower entry barriers. Structured Golf learning program available after trial outs at special member's rate. Join to stay up to date on golf related matters as well as social happenings!

Website: <https://www.usports.com.sg/sporting-interests/u-golf/>

Contact person: jimmy.yeo@ntucclub.com.sg



6. Get Fit and Healthy with U Sports



A hybrid online/onsite platform for people to stay fit and healthy. Meet fellow fitspos who enjoy the health benefits of exercise including weight control and improved mental health and mood. Look forward to (i) virtual challenges via social media to stay fit (ii) participating in virtual/physical workouts (iii) attending health and mental wellness talks. Join our interest group today, you can contribute by sharing your workouts via social media with the hash tag #GetFit&HealthywithUsports. We look forward to keeping fit and healthy with you

Website: <https://www.facebook.com/usports>

Contact person: nuratigah@ntucclub.com.sg

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Being an STU member couldn't be better with these deals and discounts! To celebrate 60 years of being by your side, NTUC has put together this list of sweet promotions [Just for You](#); including:



GET \$2 WORTH OF LINKPOINTS
Valid from 1 May to 31 Jul 2021



Shopee
Up to \$15 off with min. spend
Valid from 1 May to 31 Dec 2021



MoneyOwl
0% Advisory Fee On WiseIncome Fund
And More
Valid till 31 Dec 2021



ShopBack
\$6 sign-up offer for new shopback users
Valid from 1 May till 31 Jul 2021



StarHub Broadband
\$6 off 2gbps fibre broadband for 24 months (u.p. \$62.90/month) and more
Valid from 1 May till 31 Jul 2021



Senoko Energy
Enjoy a one-time bill rebate of \$60 with any 2-year service plans
Valid till 31 Mar 2022