

The STU is here for you in your time of need. Is the pandemic wearing you out? Are you affected by the recent tragedies? Do you have anyone reliable to speak to? Contact us at 6299 3936 or at [stu@stu.org.sg](mailto:stu@stu.org.sg). We provide confidential counselling services at no cost to our members. Thank you for maintaining the highest levels of service to Singapore. Let us support you so that you can take better care of yourself, and your students.

### Teacher Well-being



### Upcoming Events

#### **Instruction Manuals (IM)-series Webinar: IM2L Conduct and Discipline**

- Description:** This webinar aims to convey the following information:
- The expectations of a public service officer as mapped out in the Instruction Manuals (IM) Section 2L on Conduct and Discipline;
  - The reasons leading to action taken by the MOE Employee Discipline Investigation Unit;
  - Case studies that would illustrate the investigation proceedings, the consequences of a discipline investigation on officers' career; and
  - Support provided by STU during a discipline investigation.

- Webinar Dates:** Choose from either
- 9 Sep 2021 (Thur), 2.30 p.m. to 4 p.m.
  - or
  - 10 Sep 2021 (Fri), 10.30 a.m. to 12 noon.

**To register:** Click [here](#).

This event is for STU members only.

### Are you seeking to upgrade?

The SUSS-STU sponsorship is bond-free and is open to new and current SUSS students pursuing part-time undergraduate programmes, Bachelor of Laws, or graduate programmes (Master's, PhD and Doctoral programmes only). The Sponsorship covers course fees for the entire programme of study, up to the values indicated below:

	With Government Subsidy (GS) / Tuition Grant (TG)			Without GS/TG
	Singapore Citizen [below 40 years old]	Singapore Citizen [40 years old or above]	Permanent Resident	Singapore Citizen / Permanent Resident
Percentage of Sponsorship				
Part-Time Undergraduate Programmes	80% including Government Subsidy	92% including Government Subsidy and SkillsFuture Mid-career Enhanced Subsidy	60% including Government Subsidy	50%
Bachelor of Laws	25% (of Course Fee after TG)	10% (of Course Fee after TG)	40% (of Course Fee after TG)	50% (of SC subsidised Course Fee)
Graduate Programmes	-	-	-	50% *

\* For PhD / Doctoral programmes, 50% sponsorship is applicable only to coursework part of the programme

The application period is from 1 Aug 2021 to 30 Sep 2021. Click on the following links to find out more about:

- Part-time Undergraduate Programmes: [http://www.suss.edu.sg/UG\\_sponsorships](http://www.suss.edu.sg/UG_sponsorships)
- Graduate Programmes: [http://www.suss.edu.sg/G\\_sponsorships](http://www.suss.edu.sg/G_sponsorships)

Follow us on social media for updates:



Singapore Teachers' Union

65 6299 3936

583 Serangoon Road, Singapore 218197



STU\_Telegram

Singapore Teachers' Union (c) 2021

### Closed Posting Exercise

**Application Period:**

- 26 Jul 2021 to 5 Aug 2021

**HR Processing Applications:**

- Mid Aug 2021 to End Oct 2021

**Results Release Date:**

- 5 Nov 2021

Should you be unsuccessful in Closed Posting, click [here](#) to appeal via the STU.



Why conduct this survey?


- School mergers present disruptions to teachers.
- The aim of the survey was twofold: to elicit the worst fears of teachers, and to surface useful learning points to help teachers overcome these fears.


Who took part in this survey?


- A total of 539 respondents took part in the survey from 12 Apr 2021 to 19 Apr 2021.


What is the design of the survey?

- The survey was designed to illustrate the thinking of four profiles of teachers:

 Profile 1:  
*I **am** involved in the upcoming school mergers and I **was** involved in past school mergers.*

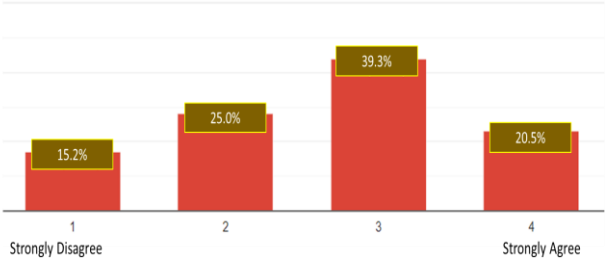
 Profile 2:  
*I **am** involved in the upcoming school mergers and I **was not** involved in past school mergers.*

 Profile 3:  
*I **am not** involved in the upcoming school mergers and I **was** involved in past school mergers.*

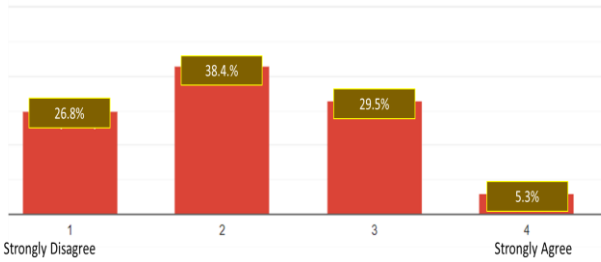
 Profile 4:  
*I **am not** involved in the upcoming school mergers and I **was not** involved in past school mergers.*

Officers who were involved in past school mergers shared the following views:

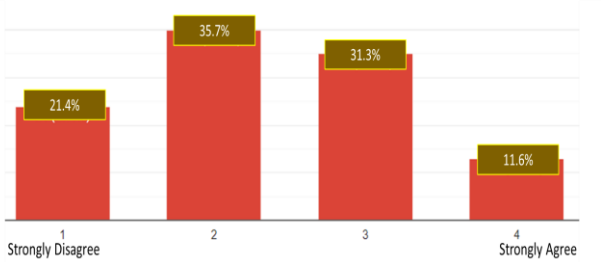
Looking back, how far do you agree that MOE fully explained the process by which officers are chosen to join the merged school?



Looking back, how far do you agree that the officers in your school were ready for the challenges of school merger?



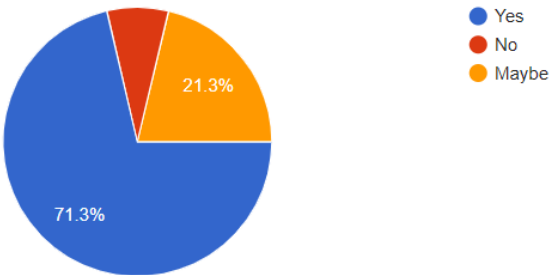
Looking back, how far do you agree that officers are given support to plan for the school merger and its impact on their careers?



The majority of respondents understood the rationale for mergers.

Many respondents cited the following **benefits** relating to mergers:

- Economies of Scale
- Improvements to Teaching and Learning
- Diverse Student Population

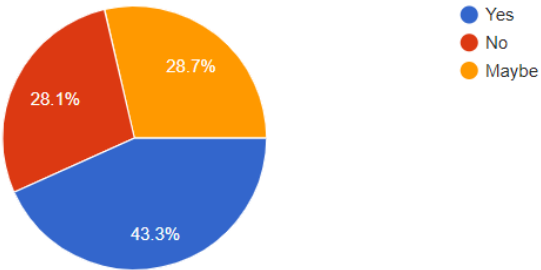


‘Widened and increased learning resources for more enriching learning experiences, contributing/building new school culture as **“pioneers”**.’

But fewer agreed that mergers were necessary.

Some respondents cited the following **concerns** relating to mergers:

- Loss of Identity
- Alumni
- Well-being of Students
- Low Progress Learners



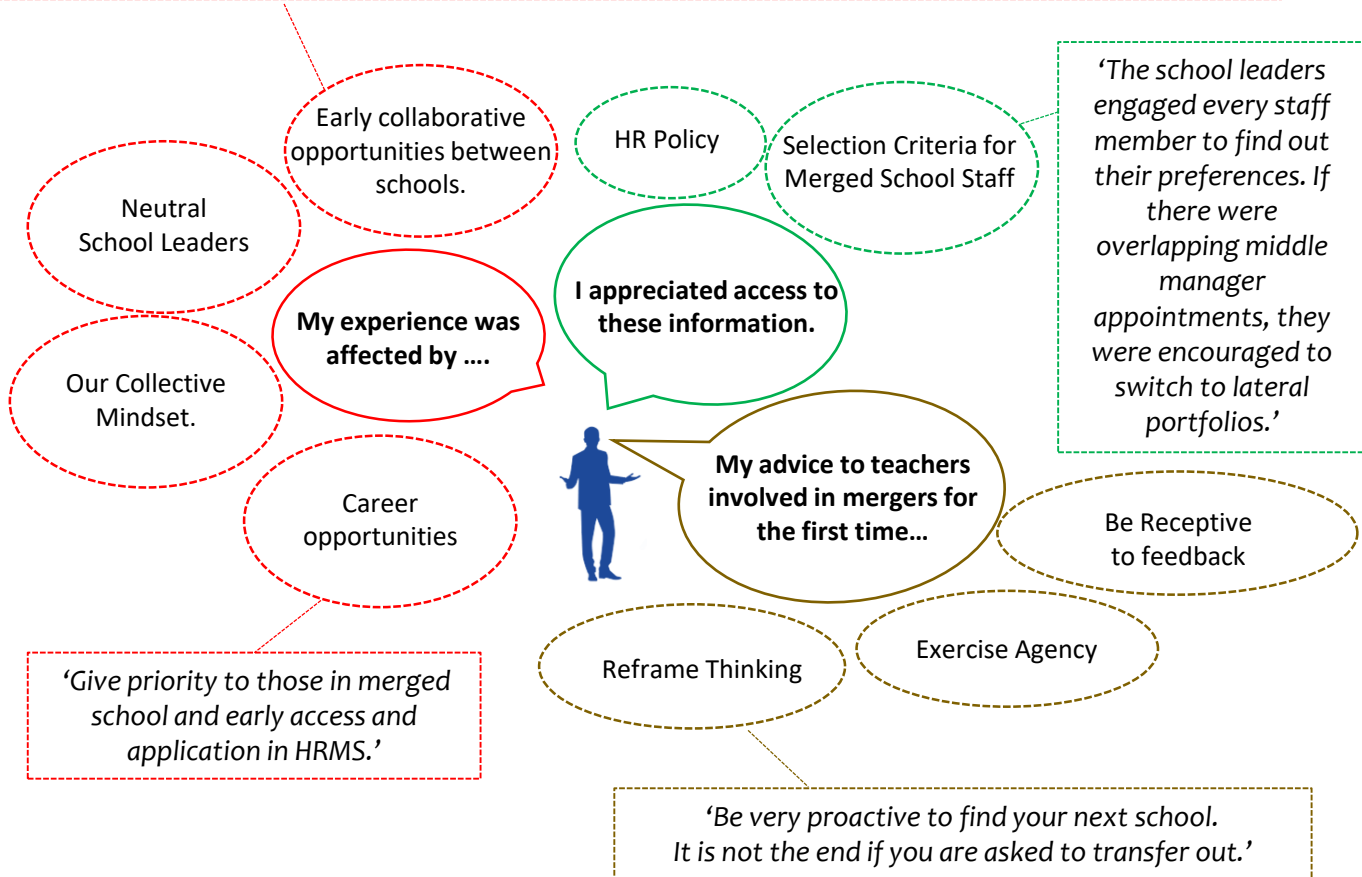
‘**Mental wellbeing** not addressed due to changes in location (increase in travelling time), unfamiliar school grounds, sense of belonging, less space.’



## What can we learn from Profile 1?

I **am** involved in the upcoming school mergers and  
I **was** involved in past school mergers.

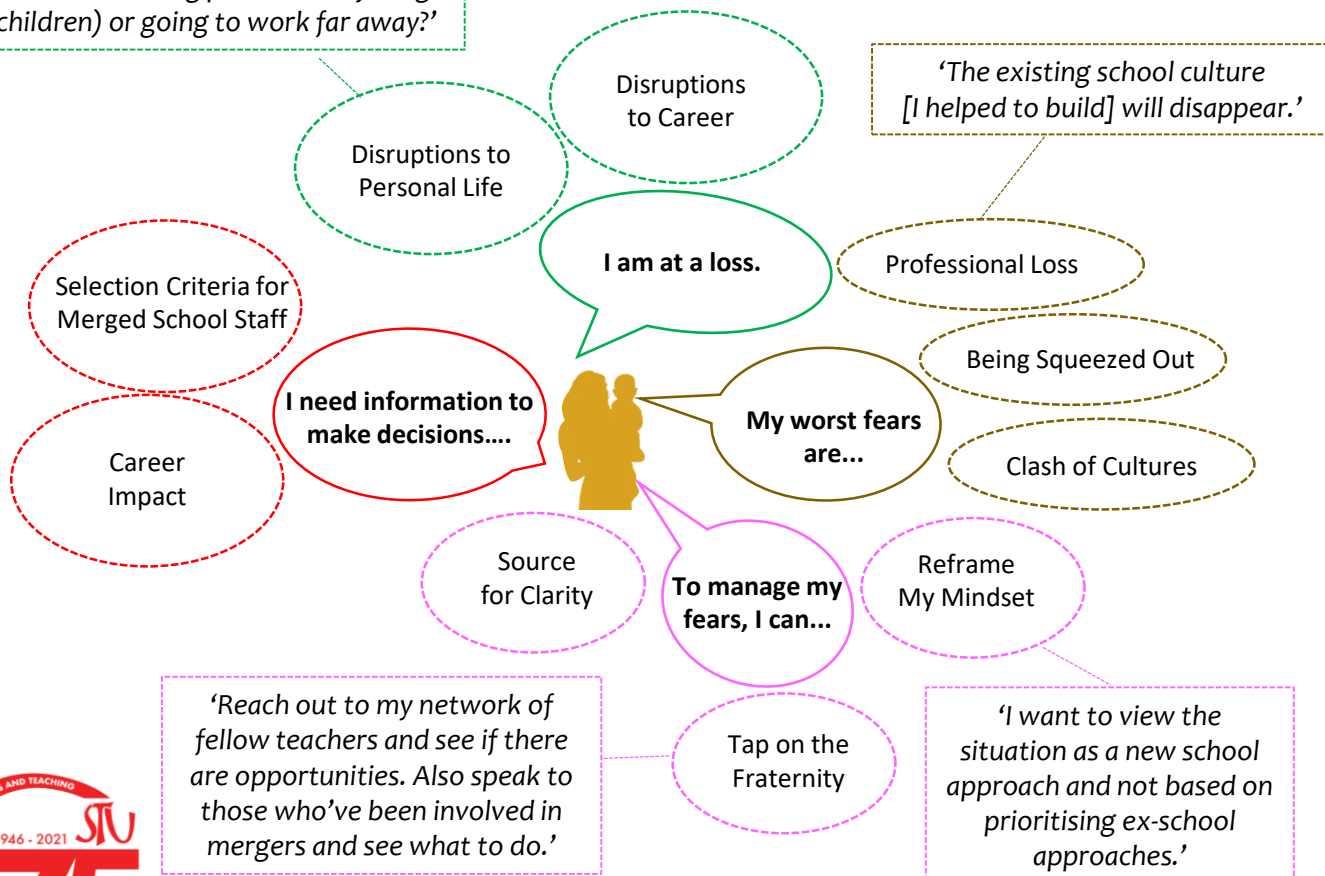
*‘Both schools involved in the merger got teachers together to plan the curriculum. KPs got together to plan school events and programmes. Everything was as per normal; meaning, teachers continued teaching and packed when they were free. My ex-Principal was good at merging both the schools.’*



## What can we learn from Profile 2?

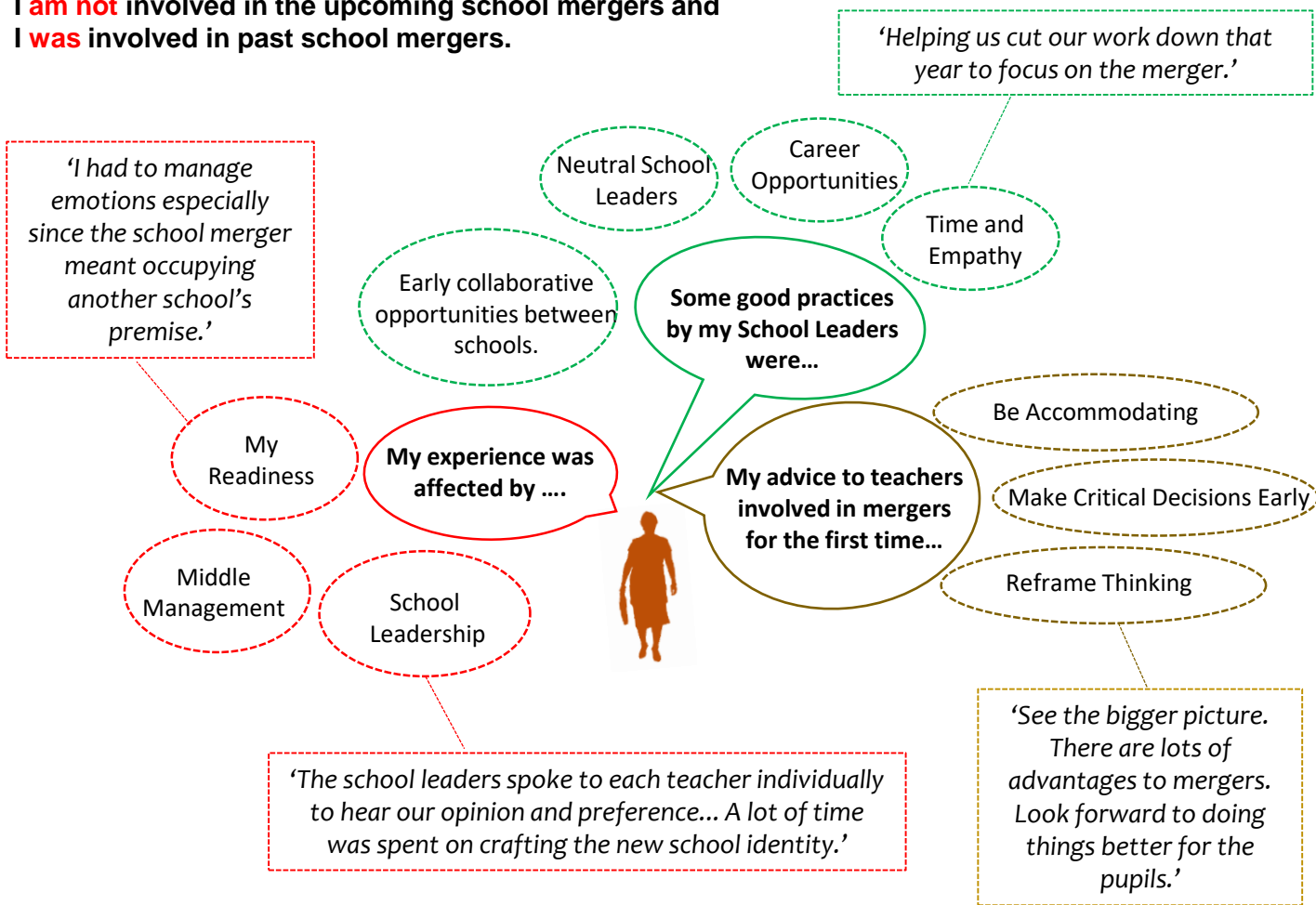
I **am** involved in the upcoming school mergers and I **was not** involved in past school mergers.

*‘Able to work in same cluster (near home with ailing parents and young children) or going to work far away?’*



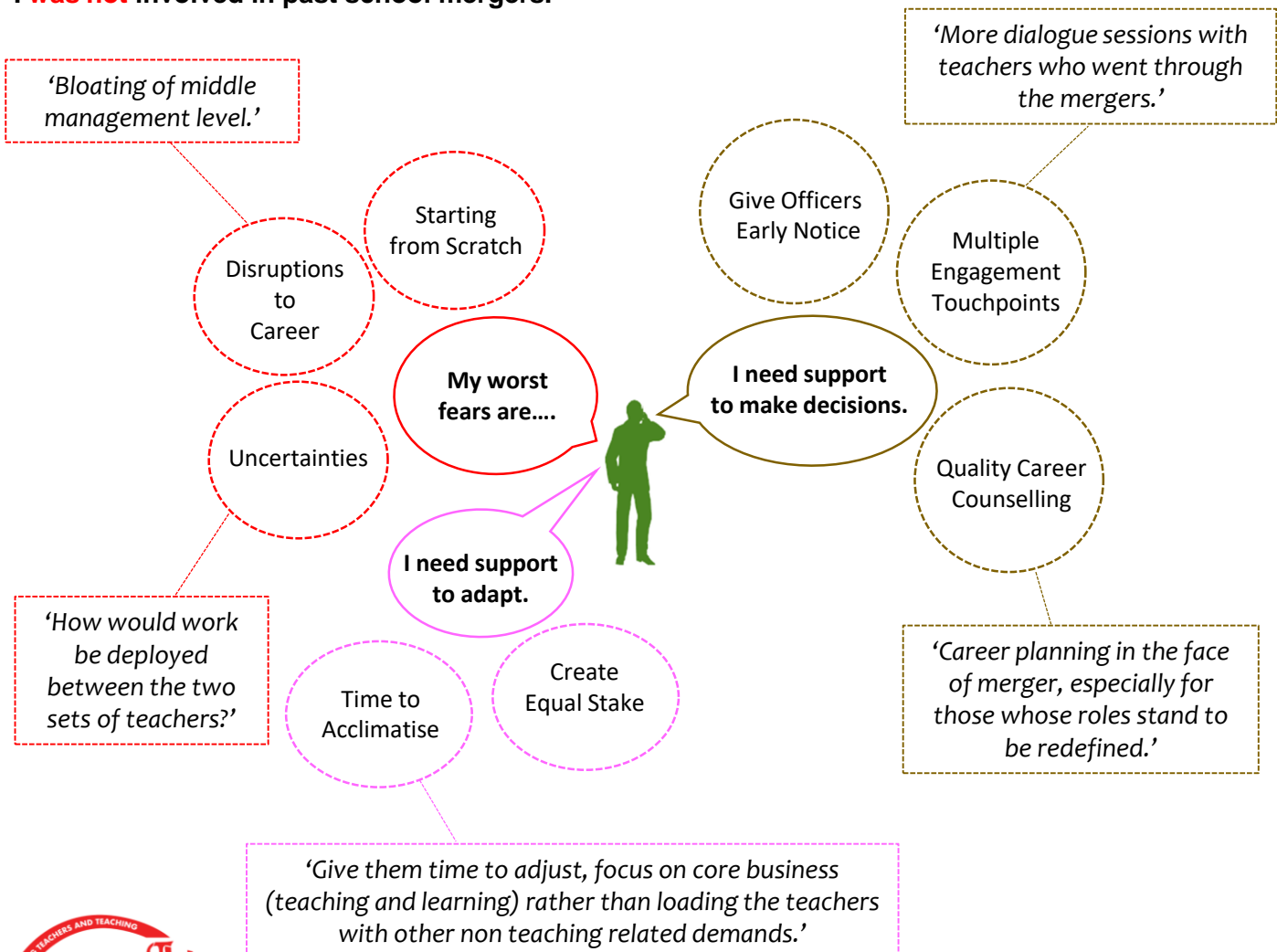
### What can we learn from Profile 3?

**I am not** involved in the upcoming school mergers and  
**I was** involved in past school mergers.



### What can we learn from Profile 4?

**I am not** involved in the upcoming school mergers and  
**I was not** involved in past school mergers.



**Going forward,  
what can I do to be more ready for mergers?**





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:



**NTUC Health Denticare**  
Members' rate for basic dental services  
Valid till 31 Dec 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



**NTUC LearningHub**  
Exclusive LHUB GO 60-course package (grow60) @ \$6 (RP: \$26)  
Valid from 1 May to 31 Dec 2021



**ezbuy**  
Up to \$6 off with min spend  
Valid from 1 May to 31 Dec 2021



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