

### MOE-Unions Joint Webinar Career Developmental Opportunities and APEX Sharing 2022

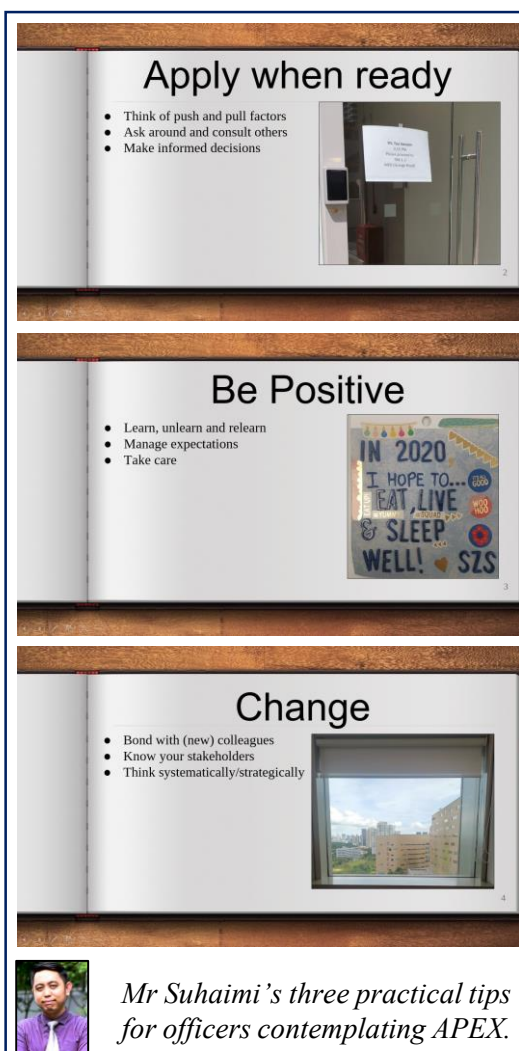
- About 100 union members from STU, SCTU, SMTU and STTU took part in the event.
- The programme included MOE presentations on Career Development Opportunities, APEX and TWA+. Three Education Officers also shared their experiences.
- STU member, Mr Suhaimi Bin Zainal Shah, gave an insightful sharing on his APEX journey and how he adapted to his new work environment at HQ.
- Feedback for the event was unanimously positive.

"I now have **greater awareness** about APEX and career opportunities."

*"Insightful presentations and sharings; all the lessons were informative and practical."*

"Officers were **very candid** and **generous** in sharing their posting experiences. I also like how MOE's sharing was **honest**, and how MOE was **open** to our questions and concerns."

- We want to put on record our appreciation to MOE/HR, AST as well as our union sisters and brothers for the smooth implementation of this event.



**Apply when ready**

- Think of push and pull factors
- Ask around and consult others
- Make informed decisions

**Be Positive**

- Learn, unlearn and relearn
- Manage expectations
- Take care

**Change**

- Bond with (new) colleagues
- Know your stakeholders
- Think systematically/strategically

**Mr Suhaimi's three practical tips for officers contemplating APEX.**

### NIE BTOP 2022

- STU was privileged to be invited to share at the NIE Beginning Teachers' Orientation Programme 2022.
- Together with our union sisters and brothers from U Associate, we curated a presentation on 'How do I cultivate the R.I.G.H.T. mindset for a teaching career?' to some 400 Beginning Teachers.
- We were heartened by the warm welcome we received. Many of the Beginning Teachers have contacted the union to sign up as members; some of them have even left encouraging notes to affirm what we do.

### Members' Update

We congratulate STU member, Mr Arun Rosiah, for his strong performance at the recent Manhunt 2022 competition. We thank all members who took part in the voting that led to Mr Arun receiving some 1054 votes!



Follow us on social media for updates:



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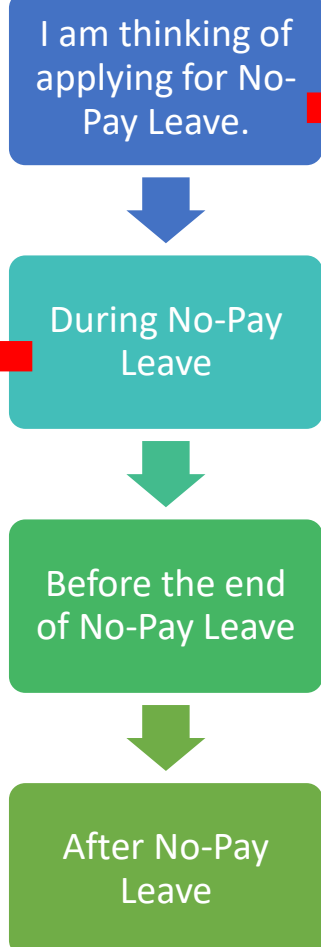


STU\_Telegram



## What factors must I consider before applying for No-Pay Leave?

- I am ineligible for the following: (i) leave benefits (ii) CONNECT Plan deposits (iii) discounted rates for CSC chalets and (iv) service benefits e.g. medical and dental benefits.
- My NPL period would not count towards my total length of service. This would affect: (i) salary increments (ii) full pay school holidays (iii) higher vacation leave eligibility (iv) extended sick leave eligibility (v) Long Service Award/Special Appreciation Award (vi) Promotion (vii) Bonus Payment/Responsibility and Special Allowance (viii) Discharge of bonds/ Minimum Service Period (ix) Special Education Officer Payment.
- It is my duty to ensure that I remain contactable by my employer throughout the period of NPL.
- While on NPL, I continue to be subject to the Government Instruction Manuals and all other rules, orders or regulations, for the time being in force in the Civil Service



- What reasons do I intend to cite for the application of NPL?
- What are the implications of these reasons to my employer?
- What is the duration of the NPL? Am I confident that I would be ready to return to work by the end of the NPL period?
- If I apply for NPL for more than 6 months, am I prepared to give up my place in school. What are the implications of doing so?
- Is NPL the last resort? Have I explored other options with my school e.g. part time work arrangement.
- Am I aware that employer's permission must be sought if I am thinking of taking part in outside activities e.g. freelance work during the period of NPL?

- ❖ Stay tuned to our next newsletter to find out more about the considerations 'Before the end of' and 'After' No-Pay Leave.
- ❖ Are you thinking of taking No-Pay Leave? Do you need help thinking through the application process? Contact us at [stu@stu.org.sg](mailto:stu@stu.org.sg) for a consultation.

## MOE News

### "MOE aware of over-reporting of taxable income, staff will not be taxed more than necessary"

CNA, 16 Mar 2022

"Under the CONNECT Plan, MOE officers receive payouts at defined points every three to five years during their career. The plan was implemented in 2002.

The Education Ministry is aware that the CONNECT Plan award amounts have been over-reported to IRAS, it said in a statement in response to queries by CNA.

"Notwithstanding this, the payment made to eligible officers is correct," the statement read.

The taxable income for these MOE officers will be rectified in time for this year's tax assessment, and will not result in them being taxed more than necessary, said the ministry in its response."



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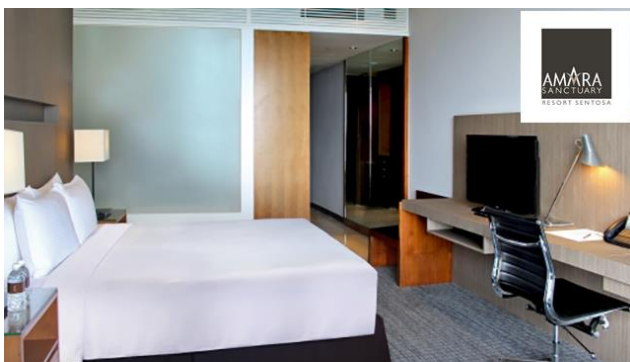
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\* Register your child by 31 March 2022, at selected centres only.

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STU 20% discount for all STU members

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Source: Singapore Statistician's Office (2018) (Smartphones dropped your phone in the field your risk of damage is 8%)

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- 21%: users who dropped their phone into water
- 60%: Users who slipped their phones right out of their hand

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