

STSU Life

SEPTEMBER 2025 | ISSUE 2




scoot
staff
union

OUTLINE

3 FOREWORD

Rise above, Triumph over

4 - 10 BRANCH UPDATES

- Ixchange
- Seasonal Flu Vaccine
- JSA Closure & Hiring
- Performance Bonus Formula
- Pilot & Cabin Crew Performance Factors
- Leadership Changes
- Engagement Event
- October 2025 Command Party
- Confirmed Seating for Deadheading and Positioning Crew
- SCCS Eligibility & Numbers
- Standby & FRMC
- Leave Bidding Exercise
- IPD for Instructors for Ground Sessions
- Increasing swaps
- Pilot Branch Representation
- Invitation to IFALPA APRM
- And a Surprise...

Collin Wong
Editor

Contributors

President

General Secretary

General Treasurer

EXCO

Dear STSU members,

Thank you for the positive reception to our first edition of STSU Life. We're excited to bring you our second newsletter, highlighting the progress made during the first 6 months of your newly elected STSU team.

This issue features important updates on key initiatives, including our response to Jetstar Asia's closure.

Your engagement with us has been encouraging. If you haven't yet explored our website or Telegram channel, we invite you to join these growing communities.

As always, we value your feedback. Please share your thoughts through stsu@ntuc.org.sg or with your branch representatives. Your input helps us better represent your interests. If you'd like to contribute to future editions of STSU Life, please reach out!

Best regards,

Collin Wong



Dear STSU Members,

It has been just over 6 months since your newly elected STSU team took office. We've made significant progress on multiple fronts and are pleased to share some highlights in this second edition of STSU Life.

Much has changed since our last issue. The sudden closure of Jetstar Asia sent shockwaves throughout the industry, highlighting both our challenging operating environment and the razor-thin margins in aviation. As a Union, while we continue advocating for better benefits for all members, we must remember that Scoot needs to remain competitive as an airline.

Nonetheless, Jetstar Asia's closure creates new opportunities for Scoot, both through newly available routes and by welcoming talented staff. To our new members from Jetstar Asia: welcome aboard. We're excited to engage with you and look forward to your valuable contributions to our airline.

We've received valuable feedback from our members and are pleased to see the STSU community growing stronger. Our newly launched website (<http://STSU.life>) and Telegram channel continue to see increased engagement. If you haven't yet checked out these platforms, I encourage you to do so to stay connected.

Transparency and communication remain our top priorities. This newsletter highlights the progress we've made on issues you've raised. Please continue engaging with your leaders.

As we look ahead to the final quarter of 2025, we remain committed to advocating for your interests and ensuring that STSU continues to be a strong voice for aviation professionals in Singapore.

In solidarity,

Pe Hon, President
Jessica, General Secretary
Jimmy, General Treasurer

BRANCH UPDATES

The following section contains updates specific to different branches. We indicate in *italics* which branches each update applies to. These may be relevant to one or more branches.

ixchange

Pilots, Cabin Crew & Office

Have you signed up with ixchange yet? This exclusive STSU-ixchange collaboration allows Scoot Union Members to access outpatient medical services (GP, TCM, dental, and specialist care) at discounted rates, with billing directly from your Flexi Credits. Simply sign up via [Oxy Bot](#) to enjoy seamless, cashless healthcare across our extensive network of 500 GP clinics, 1,200 specialists, 130 dental clinics, and 30 TCM providers island-wide. Terms and conditions apply.



Seasonal Flu Vaccine

Pilots, Cabin Crew & Office



Advocating for the welfare and health of our members, in collaboration with the company, STSU was able to secure discounted rates at various partner healthcare providers. These negotiated rates represent significant savings compared to standard pricing for the seasonal flu vaccine. Members can access these services at multiple convenient locations across Singapore. We encourage all employees to take up this deal to protect their health and wellbeing, especially during the upcoming flu season.

1. Parkway Shenton \$22 (UP \$43.5)
2. AcuMed Medical Group \$30 (UP \$38)
3. Fullerton Medical \$25 (UP \$37-45)

You can also compound this with your ixchange benefits, with direct billing to your Flexi Credits for a seamless experience.

BRANCH UPDATES



JSA Closure & Hiring

Pilots, Cabin Crew & Office

Jetstar Asia's sudden closure sent shockwaves through our industry, highlighting the genuine challenges facing aviation today. While unfortunate, this situation has created new opportunities for Scoot. Your leaders across all branches have worked diligently to ensure that hiring JSA employees will not come at the expense of your career advancement. To our new colleagues from JSA: welcome aboard.

Performance Bonus Formula

Pilots, Cabin Crew & Office

Your Exco team has recently completed discussions with the Company about the Performance Bonus for FY2025/26. A Memorandum of Agreement has been signed between STSU and the Company. Details can be found on Workvivo! We look forward to another good year!

Pilot & Cabin Crew Performance Factors

Pilots & Cabin Crews

The Pilot and Cabin Crew Branches have finalised the performance factors for FY2025/26 after discussions with their respective stakeholders. These factors are designed to help you contribute to the company's overall performance and improve your individual performance ratings through meaningful contributions. Details can be found on Workvivo!

We acknowledge the diverse opinions regarding the methodology and have taken, and will continue to take, your feedback into account. Please continue to share your thoughts with your STSU leaders. We will work with the Company to address these concerns.

BRANCH UPDATES

Leadership Changes

Pilots

We bid farewell to Captain Rick Tan and Captain Charles Goy from the Pilot Branch. On behalf of STSU, we would like to thank them for their contributions. We are also pleased to welcome the following leaders into the Pilot Branch as observers:

E190: FO Prasanth Selvam, FO Tan Chee Guan A320: FO Clarence Lee, FO Larry Teo, FO Daisy Tjong B787: Captain Kaarthik

We look forward to their contributions.

Engagement Event

Pilots, Cabin Crew

Pilot Branch leaders hosted an engagement event at a restaurant in Jewel. This gathering created an excellent opportunity for members and leaders to interact meaningfully with one another. We're learning from each experience and will apply these insights to improve future events. Please watch for announcements about our next engagement event. We hope to see you there.

Similarly, during the same period, Cabin Crew Branch leaders organised an engagement session with members in the IOCC before flights. These valuable face-to-face interactions allowed crew members to raise concerns, ask questions, and provide feedback in a more personal setting. Leaders were able to address immediate issues and collect insights on longer-term matters requiring attention. The positive response to these sessions has encouraged us to continue and expand this initiative.



BRANCH UPDATES

October 2025 Command party

Pilots, Cabin Crew & Office

We are delighted to share on behalf of the organising committee that the next command party is scheduled for 17 October at Little Island Brewing Co. @ Gillman Barracks. We'd like to take this opportunity to extend our heartfelt congratulations to all the new commanders on this significant milestone in their careers. Their dedication, expertise, and leadership qualities have earned them this well-deserved promotion. We look forward to more command parties in the future.

Confirmed Seating for Deadheading and Positioning crew

Pilots, Cabin Crew & Office

We continue to receive reports of crew being asked to take jumpseats or bunk seats during positioning or deadheading duties. We would like to remind all members that you are entitled to a confirmed passenger seat, and you should never be asked to give up this entitlement.

SCCS Eligibility & Numbers

Pilots

As part of our drive to support your career progression, we have secured updates to the SCCS 2025/26 Terms & Conditions through ongoing engagement and negotiations. These changes include a significant increase in positions for B787 pilots, a modest increase for both A320 & E190 pilots, and provisions for narrow-body to wide-body transitions. We wish all applicants good luck and congratulate successful candidates in advance!

Standby & FRMC

Pilots

There have been passionate discussions about Standby and its interpretation in the ANR. Through our engagements with CAAS and the Ministry of Transport, a Tripartite Fatigue Risk Management Committee has been established. In collaboration with Flight Operations, the Pilot Branch is leading a Working Group to review ANR rules surrounding standby. We will share more details as they become available.

BRANCH UPDATES

Leave Bidding Exercise

Pilots

Many of you participated in our call for feedback to improve our leave bidding exercise, and we thank you for your input. The Pilot Branch has consolidated this feedback and shared it with the company. We are currently working with them to explore the practicality of implementing these suggestions in future leave bidding exercises.

IPD for Instructors for Ground Sessions

Pilots

We raised the issue of Instructors being asked to conduct ground sessions on their off days. We can confirm that IPDs will not be payable for such sessions (as IPDs currently apply only to Flight Duties). However, instructors will be given the option to reschedule their fixed OFF days to accommodate these training sessions.

Increasing swaps

Pilots

We acknowledge members' requests to increase the flexibility and quota of duty and off day swaps. We have discussed this extensively with the company. As you may already know, the company is developing a Roster Marketplace. Although the launch is still some time away, we recognize that this initiative will address these flexibility concerns. Therefore, the Pilot Branch supports this initiative and will put our proposal on hold until after the launch.

Pilot Branch Representation

Pilots

Regarding membership growth across fleets, the Pilot Branch has implemented a seat re-balancing mechanism based on membership numbers from each of our 3 fleets. This system ensures proper and balanced representation in the branch by allocating seats according to membership strength. Without delving into technical details, recent leadership changes triggered a rebalancing when a delegate vacated their seat. The current seat distribution in the Pilot Branch is: 7 for B787, 6 for A320, and 2 for E190. This allocation will remain in place until the next rebalancing trigger occurs.

BRANCH UPDATES



Invitation to IFALPA APRM

Pilots

STSU (Pilot Branch) was invited to observe the **IFALPA Asia Pacific Regional Meeting 2025** held in Mongolia from September 3-5. At the conference, IFALPA President Capt. Ron Hay, along with Executive Vice Presidents and Regional Vice Presidents, shared updates on key initiatives and issues at both international and Asia Pacific regional levels. Member Associations discussed challenges they've faced, lessons learned, and potential areas for collaboration to enhance aviation safety, professional development, and membership engagement.

STSU extends sincere thanks to IFALPA APAC EVP Capt. Jaffar Hassan for the invitation, and to ALPA-Singapore President Capt. Ajmer Singh and ALPA-Mongolia for their warm hospitality and friendship. The Pilot Branch also gratefully acknowledges Scoot and the STSU Executive Committee for supporting our attendance at this valuable event.

And a Surprise

Pilots, Cabin Crew & Office

Thank you for reading the entire newsletter! As a special surprise, our President, Captain Ong Pe Hon, is sponsoring Grab vouchers worth \$50 for three lucky readers. Simply scan the QR code and complete the form to enter. Winners will be randomly selected during the November 2025 Exco meeting. Only STSU members who are not part of the executive committee, not delegates, and not observers are eligible. You must also be subscribed to our Telegram channel to be eligible! Good luck!

STSU Life Giveaway

