



**SINGAPORE
POLICE FORCE**
SAFEGUARDING EVERY DAY

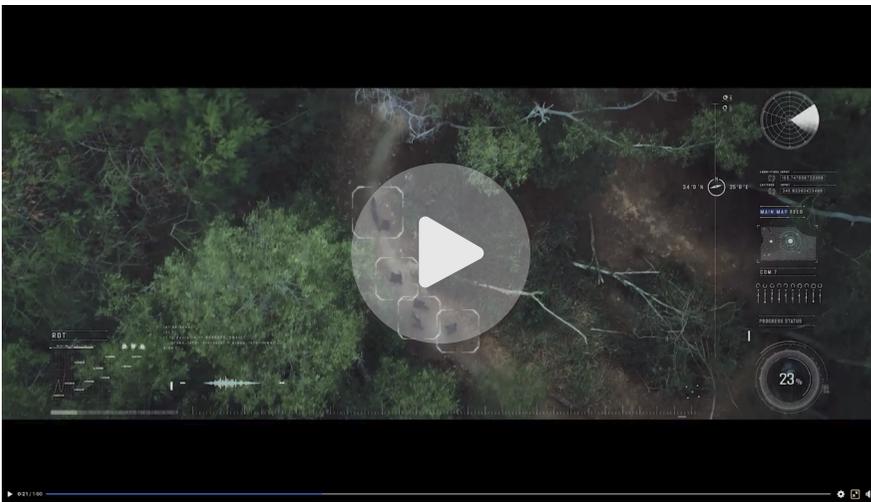
DIRECT-ENTRY INSPECTOR

Every day, our police officers give their utmost to prevent, deter and detect crime, protecting and keeping Singapore safe and secure.

You can be part of the Force that makes a difference.

WATCH: 'HERE'

From safeguarding our peace to protecting the vulnerable, discover what it means to be a police officer.



WHO ARE WE LOOKING FOR?

We want men and women with the right qualities to lead and motivate a team in the fight against crime.

You need to have the confidence and decisiveness to act under pressure, and make the right calls with precision.

You must be a leader, moulding a team that will instil confidence in your community.

Above all, you must have the heart to protect the nation, and be passionate in our shared calling of safeguarding every day.

ENTRY REQUIREMENTS

MEDICAL	Medical Screening For male only - PES A or B1
EDUCATION	A Pass Degree in any discipline*
VISION	Normal Colour Vision

**In general, degrees accredited by the government of the home country where the university originates will be considered for employment into the Public Service.*





YOUR LEADERSHIP IS KEY

As a police officer, you motivate and guide a team of extraordinary people who share a common goal of keeping our nation safe and secure.

TRAINING

Your career will begin with a 9-month residential training programme. You will undergo a well-structured curriculum that includes police defence tactics, physical training, lessons in criminal law, as well as leadership development.

You will also undergo criminal investigation lessons and further leadership training, which includes an overseas segment.

**The leadership course is currently done locally due to Covid-19. Updates will be given once there is a reassessment on the global pandemic.*

FOUNDATIONAL

Upon completion of your training, you will have the opportunity to receive hands-on experience with regular rotations within various functional areas of the Force. Your career will follow a well-structured track that grooms you for future command appointments:

Frontline Policing: As a Ground Response Force Officer, partner the community in our fight against crime.

Investigation: As an Investigation Officer, solve a full spectrum of crimes – establish the truth and set wrongs right.

Command: As a Team Leader, lead a group of purpose-driven officers to achieve the SPF Vision – to make Singapore the safest place in the world.

Staff: As a Staff Officer, plan and implement policies to support frontline operations and develop the Force's long-term capabilities.

EXPERT TRACK

You may also move up the ranks by specialising in one of our three expert tracks: **Intelligence, Investigation or Special Operations.**

Deepen your technical competencies while advancing with our enhanced career pathways (Senior Specialist/Principal Specialist/Expert).



CAREER ROADMAP

The Singapore Police Force offers our officers a wide range of career choices and opportunities.





SPOTLIGHT



INSPECTOR ANG XIN YAN

Tanglin Division

THOROUGH AND THOUGHTFUL

Inspector (Insp) Ang's job requires him to pay careful attention to facts and evidence. He shared, "Often, there is only one golden opportunity for you to collect the required evidence and confront the accused person. Missing out on such opportunities may result in the case being thrown out of court or give the accused person a chance to find a loophole that benefits himself instead."

However, Insp Ang knows that being compassionate is also part of the job. He once tried to help an alcoholic who had committed family violence. Working with a social worker, he attempted to persuade him to find a job and seek help. It was this very sense of compassion and thoroughness that led to him receiving the CP's Commendation Award.

INSPECTOR AMANDA LEE WEI ANN

Criminal Investigation Department

A CAREER THAT SHAPES YOU

Inspector (Insp) Lee grew up listening to her mother (who is herself a Senior Staff Sergeant in the SPF) share about her life in the Force, and how it shaped her as a person. These stories helped Insp Lee see how dedicated our police officers are in keeping our homes safe, and ultimately inspired her to serve as a police officer.

Under her parents' upbringing, she became a disciplined individual that helped ease her in to the training regime and job. Her mother, speaking from years of experience, said that she firmly believes that while policing work has become more challenging through the years, this is a career that helps her daughter learn useful life skills and appreciate the peace and harmony that we have now.



WATCH: 'FACES OF SPF'

Take a closer look at our Singapore Police Force officers from different vocations.



YOUR STORY AWAITS

Embark on a fulfilling career with the Singapore Police Force. Submit your applications online via <http://go.gov.sg/spf-inspector>

SPF SALARY STRUCTURE

EDUCATIONAL QUALIFICATION

STARTING SALARY RANGE*

- First Class Honours
- Second (Upper) Class Honours **\$3,940 – \$5,090**
- Second (Lower) Class Honours
- Pass Degree

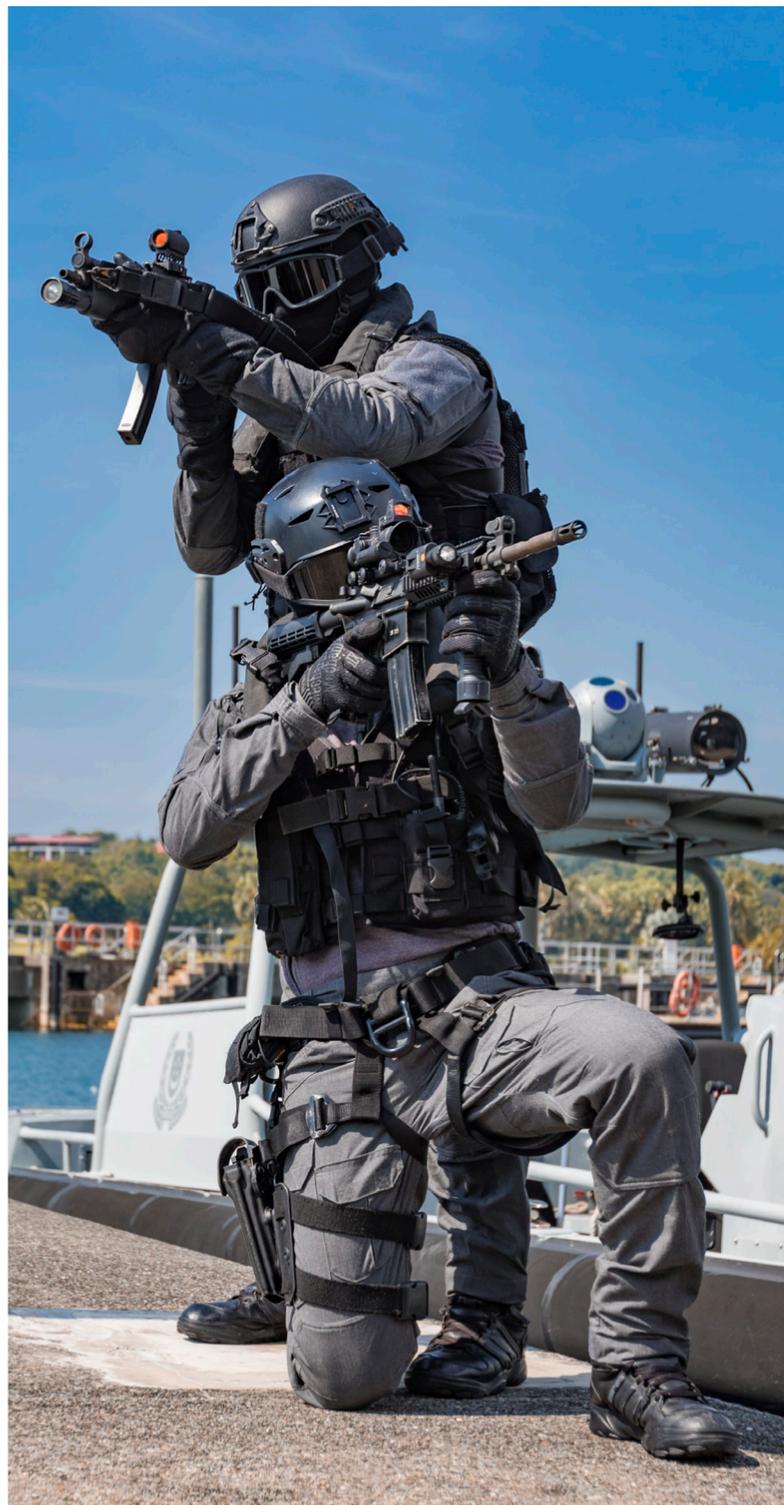
**Starting salary will vary according to assessment of academic qualifications, relevant work experience and completion of full-time National Service.*

INVEST RETIREMENT PACKAGE

As a uniformed officer, you will also be eligible for retirement benefits under the INVEST Scheme. A contribution equivalent to 13.25% of your gross salary will be credited monthly into your retirement account, starting from your first year in service and will cease when you reach 55 years old. The monies are invested to earn investment returns. Upon retirement, you can withdraw the full sum in your account.

STRATEGIC PAYMENT SCHEME

New officers can look forward to cash payouts of 3 months (ASP and below) quantum upon reaching their 3rd, 6th, 9th, 12th, 15th, 20th and 25th year in service.



POLICE (INVEST) PAYMENT

In recognition of the challenging nature of police work, you will also receive an annual cash payment, where the quantum of payment ranges from 0.75 months to 1.5 months as you advance up the ranks.



BENEFITS

- Annual leave of 28 - 35 days
- Subsidised medical and dental fees
- Class 3 driving licence
- Professional development and study opportunities
- Retirement funds



TYPES OF SCHOLARSHIPS OFFERED BY THE SINGAPORE POLICE FORCE

ELIGIBILITY	SPFS	SMS	SGS	HT S&T	LMS/HTLSA
	Singapore Citizens or Permanent Residents intending to take up citizenship				
	Good CCA Records				
	PES A or B1 (Male)				
	GCE 'A' Level (at least 10 AU), IB, Polytechnic Diploma with Merit or equivalent				
	Excel in Officer Cadet School		Good performance in National Service		
	Display strong leadership qualities and keen interest in a career with the SPF				

COURSE OF STUDY	SPFS	SMS	SGS	HT S&T	LMS/HTLSA
	Overseas or Local Universities				Local Universities
	Most disciplines except Medicine, Dentistry and Architecture <i>*Applicants intending to pursue a degree in Law will not be called to the Bar</i>			Science and Engineering Disciplines: Biochemistry, Biology, Biotechnology, Chemistry, Computer Science, Electrical & Electronic Engineering, Engineering & Physics	Most disciplines except Medicine, Dentistry and Architecture <i>*Applicants intending to pursue a degree in Law will not be called to the Bar</i>

VALUE OF AWARD	SPFS	SMS	SGS	HT S&T	LMS/HTLSA
	Tuition and other approved fees				
	Monthly maintenance allowance				
	Pre-studies allowance e.g. settling-in, warm clothing, computer				Pre-studies allowance e.g. computer
	Return airfare for attachment programmes				Hostel allowance
	Sponsorship for Masters and exchange programmes (if requirements are met)				Sponsorship for exchange programmes (if requirements are met)
	Full salary for duration of study				
	National Service Disruption				

BOND PERIOD	SPFS	SMS	SGS	HT S&T	LMS/HTLSA
	6-year bond (Overseas Universities in English Speaking Countries) 5-year bond (Overseas Universities in Non-English Speaking Countries) 4-year bond (Local Universities)				4-year bond

SPFS - The Singapore Police Force Scholarship
 SMS - Singapore Merit Scholarship
 SGS - Singapore Government Scholarship
 HT S&T - Home Team Science and Technology Scholarship
 LMS - Local Merit Scholarship
 HTLSA - Home Team Local Study Award

Apply for our scholarships through the PSC Gateway at www.psc.gov.sg/apply-for-scholarships



**DISCOVER MORE
SCHOLARSHIP
PROGRAMMES
FROM SPF**

<https://go.gov.sg/scholarshipswithspf>



FREQUENTLY ASKED QUESTIONS

1. What does the shift work schedule look like?

- a. Working hours vary depending on the department/unit that you are posted to. Most frontline officers work 12-hour shifts (Morning Shift, Night Shift, 1st Off, 2nd Off), subject to work exigencies.
- b. An example of a shift work schedule:

MONDAY	TUESDAY	WEDNESDAY	THURSDAY
Morning Shift (8am - 8pm)	Night Shift (8pm - 8am)	1 st Off	2 nd Off

2. What are the foundational postings and can I choose which departments/units I wish to be posted to after that?

- a. You will first be posted to a Neighbourhood Police Centre on a 6-month attachment as a Ground Response Force Officer. Thereafter, you will be posted to a Police Division as an Investigation Officer, followed by your stint as a Team Leader and finally as a Staff Officer. After completing your foundational postings, you may apply to join the unit/department of your choice, subject to your suitability for the role.

3. Do I need to study a relevant course for my degree to join Direct-Entry Inspector?

- a. No, you need only have a pass degree in any discipline. The residential training at Home Team Academy as well as an overseas leadership course will equip you with the skills and knowledge to be a police officer.

**The leadership course is currently done locally due to Covid-19. Updates will be given once there is a reassessment on the global pandemic.*

4. What is the job scope of an Investigation Officer?

- a. An Investigation Officer follows leads, conducts interviews on the ground, analyses and pieces together evidence to solve cases such as a robbery, domestic dispute and harassment.

5. When will I be notified after I have submitted my application and what are the recruitment stages for Direct-Entry Inspector?

- a. Shortlisted candidates will be notified via email within 8 weeks from the date of application, where you will undergo a 5-stage selection assessment.

Stage 1	Tea Session	Interview with Assistant Director (Recruitment) and Manager (Recruitment)
Stage 2	Selection Assessment	Computerised psychometric testing and submission of key documents
Stage 3	Clinical Interview	One-to-one interview with a psychologist from the Police Psychological Services Division (PPSD)
Stage 4	Board Interview	Panel interview consisting of 4 to 7 panelists, made up of Commanders and Directors from various Departments/Divisions
Stage 5	Medical Examination	Medical examination with our medical partner



JOIN US

You can make a difference to your loved ones and the community. As a police officer, you are the reason why Singaporeans feel safe and secure. Join us for a promising career with great advancement opportunities.



<https://go.gov.sg/spi-inspector>