



**SINGAPORE  
POLICE FORCE**  
SAFEGUARDING EVERY DAY



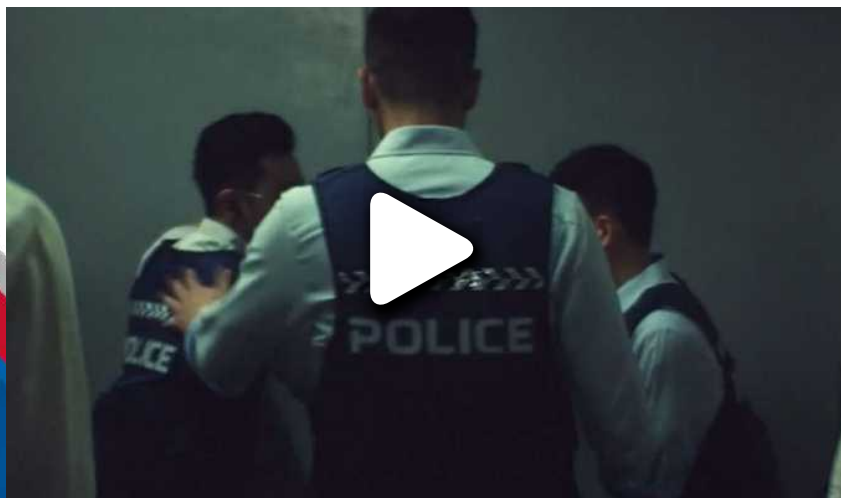
## DIRECT-ENTRY INSPECTOR

Whenever duty calls, our Police officers are ready to respond. Their commitment to protect and serve prevents crime and keeps the community out of harm's way.

Join our courageous team in maintaining order in Singapore.

## Watch: Go Beyond Yourself

Step up to a career that goes beyond.



## Who are we

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.

Not only must you be a leader, you must also forge a team that will instil confidence in your community.

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

### Medical

Medical Screening<sup>1</sup>

### Education

A Pass Degree<sup>2</sup> in any discipline

### Vision

Normal Colour Vision

<sup>1</sup> For Males: PES A or B1

<sup>2</sup> In general, degrees accredited by the government of the home country where the university originates will be considered for employment into the Public Service.



# Forging the Path to Excellence

Motivate and guide a team of remarkable individuals with a common goal of protecting our nation. Be a leader of the future.

Your journey begins with a 9-month residential training programme that includes:

- **Police Contact Tactics**
- **Physical Training**
- **Lessons in Criminal Law, and more**

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

## Expert Track

Advance to the ranks of **Senior Specialist**, **Principal Specialist** or **Expert** via our enhanced career pathway for specialisation in our expert tracks in **Intelligence**, **Investigation** or **Special Operations**.

## Postings

Officers can look forward to regular rotations to explore the various functional areas of the Force. Your career will start with the foundational postings that are structured to prepare you for future command appointments.

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

**Command:** As a Team Leader, lead a group of purpose-driven officers to achieve our 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.

The Singapore Police Force offers our officers a wide range of career choices and opportunities. Here are the ranks that Direct-Entry Inspectors can strive to attain.



Inspector



Assistant Superintendent



Deputy Superintendent



Superintendent



Deputy Assistant Commissioner



Assistant Commissioner



Senior Assistant Commissioner



Deputy Commissioner



Commissioner





Inspector  
Benjamin Sim

## Spotlight

### Righting Wrongs While Remaining True to Investigation Principles

The job of an Investigation Officer (IO) is not without its challenges. In particular, Insp (Insp) Benjamin Sim notes the steep learning curve despite his crime scene forensics experience and policing knowledge. However, what keeps Insp Benjamin going is the sense of satisfaction from ensuring that justice is served. As an IO with the Clementi Division, Insp Benjamin is committed to conducting thorough investigations to uncover the truth and help vulnerable victims.



Assistant Superintendent of Police  
Victoria Kate Goh

### Instagram Video — Dynamic and Varied Experiences

Assistant Superintendent of Police (ASP) Victoria Kate Goh was searching for a career that was dynamic and could provide her with different experiences every day. She then found her calling in the Singapore Police Force. As a Team Leader with Tanglin Division's Emergency Response Team, ASP Victoria is often activated to help in life-and-death situations. During times like these, ASP Victoria is reminded of how important and fulfilling her job is.

### WATCH: The After Hours — Police Coast Guard

Duty calls, even after night falls. Find out about the important responsibilities that our Police Coast Guard officers must uphold, and the challenges they face while safeguarding our waters.



# SPF Salary Structure

Educational Qualification	Starting Salary Range <sup>2</sup>
<b>A Pass Degree<sup>1</sup> in any discipline</b> <sup>1</sup> In general, degrees accredited by the government of the home country where the university originates will be considered for employment into the Public Service.	<b>Up to \$6,704</b>

<sup>2</sup>Starting salary will vary according to assessment of academic qualifications, relevant work experience and completion of full-time National Service.

<sup>^</sup>Inclusive of allowance and is subject to eligibility and conditions.

## 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 57 years old. The monies are invested to earn investment returns. Upon retirement, you can withdraw the full sum from 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.

## Sign-On Bonus

Direct-Entry Inspectors will receive a sign-on bonus of \$20,000 given in 2 tranches, upon appointment and confirmation of service.

## 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	MHA Uniformed Scholarship*			
	SMS	SGS	LMS	HTLSA
Singapore Citizens	Singapore Citizens or Permanent Residents who are intending to take up Singapore Citizenship			
Good CCA Records				
PES A or B1 (Male)				
GCE A-Levels, International Baccalaureate, Polytechnic, NUS High School, or other high school diploma/certificate				
Excel in Officer Cadet School		Good performance in National Service		
Display strong leadership qualities and keen interest in a career with the SPF				

\*Scholarship Tiers: The Scholarship Board can decide to offer you the following Scholarship tiers – SMS, SGS, LMS or HTLSA.

## Value of Award

SPFS	SMS	SGS	LMS	HTLSA
Tuition and other approved fees				
Monthly overseas or local maintenance allowance (including accommodation)				
Pre-studies allowance (e.g. settling-in, warm clothing, computer)			Pre-studies allowance (e.g. computer)	
Return economy class airfare (if studying overseas)				
Sponsorship for Masters and exchange programmes (if requirements are met)			Sponsorship for exchange programmes (if requirements are met)	
Full salary for the duration of your studies (including bonuses)				
National Service Disruption				

## Course of Study

SPFS	SMS	SGS	LMS	HTLSA
Overseas or Local Universities			Local Universities	
Most disciplines, except Medicine, Dentistry and Architecture *Applicants intending to pursue a degree in Law will not be called to the Bar				

## Bond Period

- **4-year bond** (Local Universities)
- **5-year bond** (Overseas Universities in Non-English Speaking Countries)
- **6-year bond** (Overseas Universities in English Speaking Countries)

**SPFS** – The Singapore Police Force Scholarship  
**SMS** – Singapore Merit Scholarship  
**SGS** – Singapore Government Scholarship  
**LMS** – Local Merit Scholarship  
**HTLSA** – Home Team Local Study Award

Find out more about our scholarship at [www.go.gov.sg/scholarshipswithspf](http://www.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	Morning Shift (8am – 8pm)
Tuesday	Night Shift (8pm – 8am)
Wednesday	1st Off
Thursday	2nd Off

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

You will first be posted to a Neighbourhood Police Centre on a 6-month attachment as a Ground Response Force Officer. After that, 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?

No, you only need to 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.

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

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

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

Shortlisted candidates will be notified via email within 2 weeks from the date of application, where they will undergo a 5-stage selection assessment.

The recruitment process for Direct-Entry Inspector:

Stage 1	Tea Session	Interview with Assistant Director (Talent Attraction) 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 Department
Stage 4	Board Interview	Panel interview consisting of 4 to 7 panellists, made up of Commanders and Directors from various Departments/Divisions
Stage 5	Medical Examination	Medical examination with our medical partner

# Your Story Awaits

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

## Join Us

Police officers make a meaningful impact on the community and their loved ones. You will be empowered to lead the way towards a safer Singapore. Join us for a promising career with excellent advancement opportunities.

-  SingaporePoliceForce
-  SPFRecruitment
-  SingaporePolice
-  SingaporePoliceForce
-  @SingaporePoliceForce
-  @SingaporePoliceForce



[www.police.gov.sg/career](https://www.police.gov.sg/career)

