



**SINGAPORE
POLICE FORCE**
SAFEGUARDING EVERY DAY



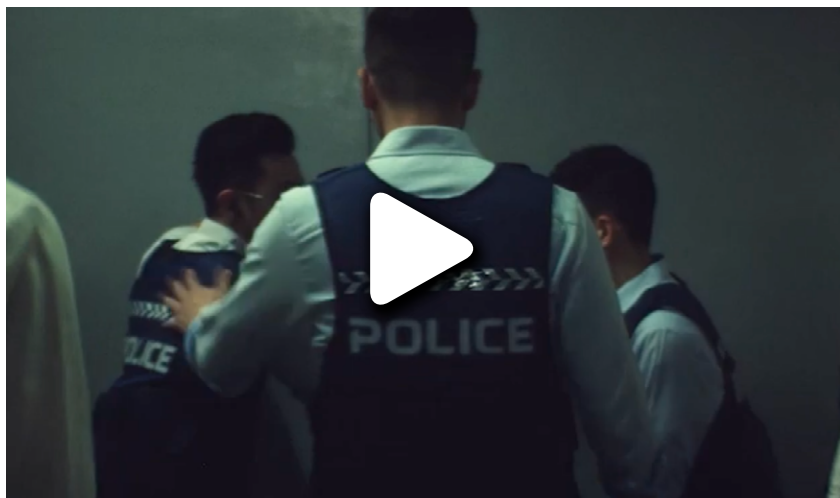
DIRECT-ENTRY SERGEANT

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

Are you tenacious and tough, but sensitive and empathetic when the situation calls for it? Can you remain calm and think on your feet? Do you have the heart to protect the nation, and the passion for our shared calling of safeguarding every day?

If your answer is yes, a career as a Police officer with the Singapore Police Force may be for you.



Medical

Medical Screening¹

Education

*Subject to assessment of academic qualifications

Vision

Normal Colour Vision

¹ For Males: PES A or B1

Your Actions Matter

Get into the thick of the action to uphold the law and protect life and property. Be a protector of the community.

Your journey towards becoming a Ground Response Force Officer begins with a 6-month residential training that includes:

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

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

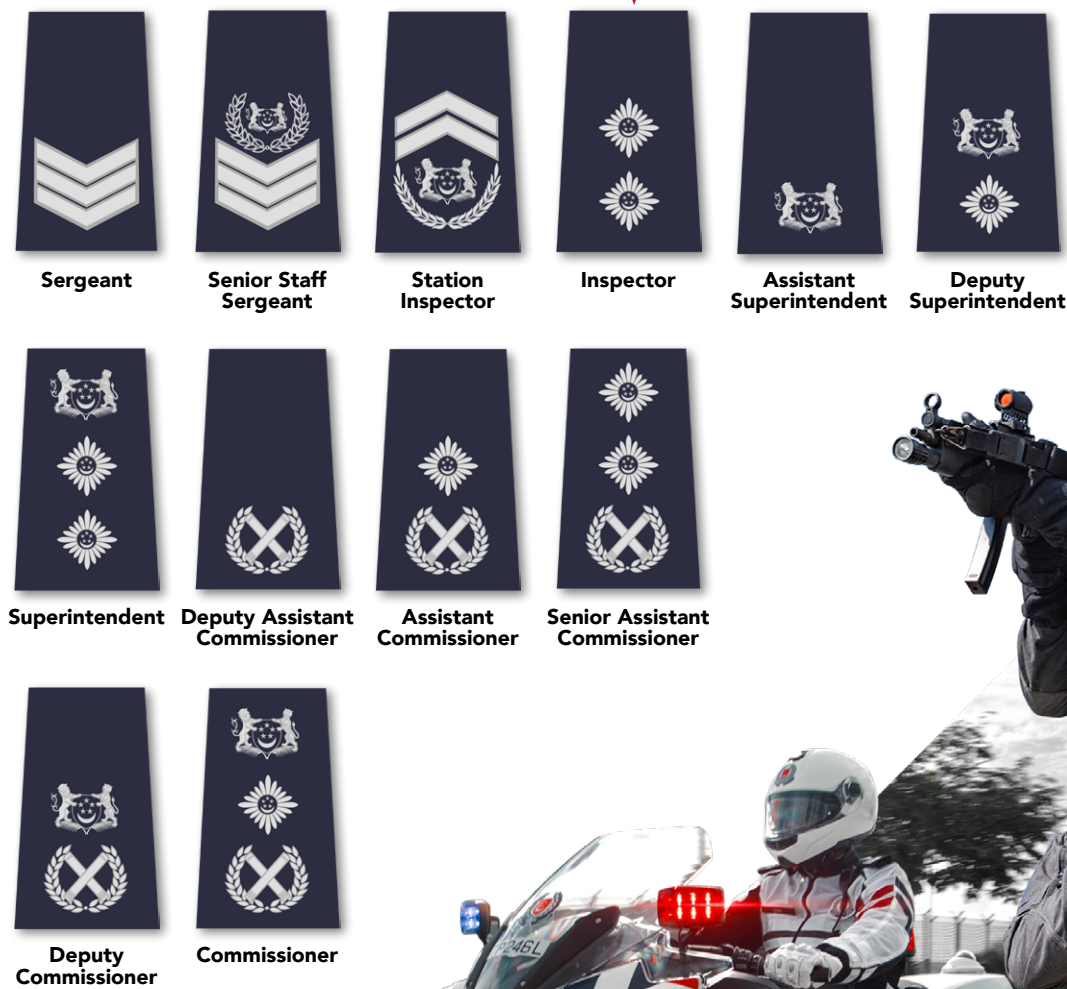
Gain valuable experience in your next phase as a Neighbourhood Police Centre frontline officer. You may also be posted to other departments and units to fulfil responsibilities such as **frontline duties, staff work, investigation** or **intelligence**.

Subject to availability and suitability for the role, you may also be posted to specialised units such as the **Police Coast Guard, Security Command** and **Traffic Police**.

The Singapore Police Force offers our officers a wide range of career choices and opportunities. Ambitious officers can also look forward to climbing up the ranks seamlessly.

High-performing Direct-Entry Sergeants can be directly promoted to the rank of Inspector within their first few years in the Force, even without a degree.

Accelerated Advancement





Station Inspector
June

Spotlight

A Look at One of the Iron Women of the PCG

Station Inspector June (not her real name) has always been drawn to adventure and challenges, physical and mental. During her transition from a previous policing role in the Police Security Command to the Police Coast Guard's Special Task Squadron, she was pushed beyond her comfort zone. However, she remained confident that she could overcome any challenge with grit and fortitude. Today, she works alongside her team as one in defence of Singapore's territorial waters.



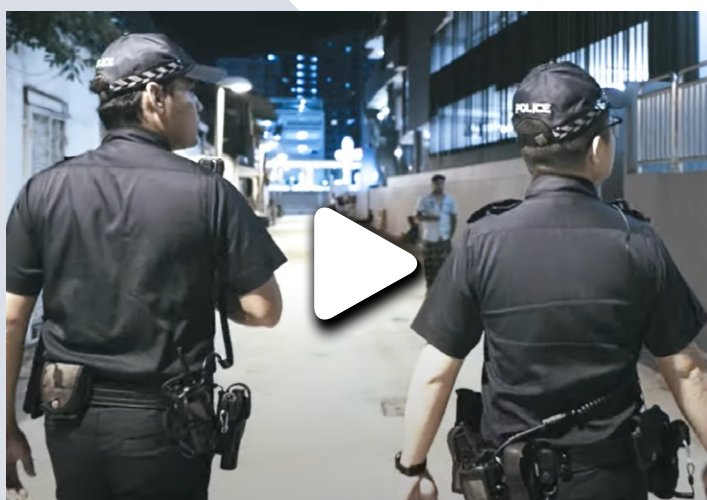
Sergeant
Koh Wee Siang

Instagram Video — Challenges that the Unknown Brings

Growing up, Sergeant Koh Wee Siang of the Bukit Timah Neighbourhood Police Centre got to observe how Police officers work. These experiences drove him to become someone who can make a change and impact the community. As a Ground Response Force Officer, he enjoys that the job keeps him mentally sharp by exposing him to unexpected challenges every day. He is proud to serve in a Force that protects the peace enjoyed in Singapore.

WATCH: The After Hours — Ground Response Force

Duty calls, even after night falls. Find out about the responsibilities that our Ground Response Force Officers undertake to keep our neighbourhoods safe and secure.



SPF Salary Structure

Educational Qualification	Starting Salary Range*
<ul style="list-style-type: none">• Diploma• GCE 'A' Levels• Higher NITEC• NITEC• GCE 'O' Levels	Up to \$3,860

*Starting salary will vary according to assessment of academic qualifications, relevant work experience and completion of full-time National Service.
^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 7.75% 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.

Benefits

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

Scholarship/Sponsorship

For Students

The Home Team Diploma Sponsorship
The Home Team ITE Sponsorship

For Serving Officers

Postgraduate Study Sponsorship
Full-time Undergraduate Degree Scholarship/Sponsorship Programme
Part-time Degree/Diploma Sponsorship Programme
MHA Study Award

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 0.5 months to 1.5 months as you advance up the ranks.

Sign-On Bonus

Direct-Entry Sergeants will receive a sign-on bonus of \$35,000 given in 2 tranches, upon appointment and emplacement/confirmation of service.



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. Do I need to study a relevant course?

No, you do not have to. You may apply to join us as long as you have met our minimum education entry requirement (5 GCE ‘O’ Level passes). The residential training at Home Team Academy will equip you with the skills and knowledge required of a Police officer.

3. I’m a pre-enlistee, and I have not received my enlistment letter. Can I apply now?

Yes, if you have met our PES status entry requirement of A or B1. Pre-enlistees will join us under the Minimum Term of Engagement [MTE] scheme, where you will fulfil your NS liability and draw full salary and benefits while serving a 5-year bond.

4. What are the criteria and processes to be a PTU and STAR trooper?

Police Tactical Unit (PTU)

- a. On top of the minimum entry requirements to be a Police officer, you will need to be able to do at least:
 - i. 3 x chin-ups
 - ii. 30 x sit-ups in 1 min
 - iii. 2.4km run in PT kit < 13 mins 50 sec

* Shortlisted candidates will be invited for an interview and subsequently undergo a 1-day selection assessment.

Special Tactics and Rescue (STAR) Unit

- b. On top of the minimum requirements to be a Police officer, you will need to undergo a 1-day physical screening consisting of:
 - iii. IPPT*
 - iv. 50m continuous swim test using breaststroke

Shortlisted candidates will undergo a 3-month Basic Course on a temporary contract. Candidates who pass the Basic Course will be emplaced onto the permanent scheme and undergo a 5-month Main Course (inclusive of a Rite-of-Passage Week).

* Push-ups and sit-ups will be manually counted and must be done with proper form. Male and female candidates must perform the standard push-up with knees straightened.

5. Do I need to be physically fit to be a Police officer?

Yes, the role of a Police officer can be physically challenging. But your time during the residential training at the Home Team Academy will include physical and other relevant training to ensure that you are fit to perform your role.

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

Shortlisted candidates will be notified via email within 2 weeks from the date of application, where they will undergo a 4-stage selection assessment.

The recruitment process for Direct-Entry Sergeant:

Stage 1	Tea Session	Interview with Assistant Director (Talent Attraction) and Manager (Recruitment)
Stage 2	Panel Interview	Panel interview consisting of 2 to 3 panellists
Stage 3	Psychometric Test	Computerised psychometric testing (if required)
Stage 4	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 <http://go.gov.sg/spf-sergeant>.

Join Us

As a Police officer, you will protect the vulnerable and fight injustice. You will be empowered to go beyond what you think you are capable of and make a real difference in the nation. Join us for a promising career with excellent advancement opportunities.

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www.police.gov.sg/career

