

**POLICE
LIFE**

Home Team Honours Former Minister for Home Affairs

THE SINGAPORE POLICE FORCE MAGAZINE
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**Striving for Excellence
Gold for Aviation Security**





Note from the Team

When I was young, I was inspired by many people and wanted to do many different things in life. I wanted to be a rock-star, stand-up comedian, fighter, defender, and superhero. When I got a little older, I realised that time is limited and life is too short to achieve so many great things.

I weighed my options and focused on the more realistic goals. I decided the closest thing to being a superhero was to fight crime and defend the helpless. Having been in the Singapore Police Force since 2010, I have had the opportunity to experience and view things from many different angles and perspectives. As a Police officer, I have also developed a keen sense of curiosity. This trait is serving me well in my role as a journalist with the *Police Life* as I strive to bring readers the behind the scene stories.

In this exciting issue, you will hear from Senior Assistant Commissioner of Police (SAC) Loy Chye Meng who has helmed both the Police Training Command and the Home Team School of Criminal Investigation.

Find out more from our unsung heroes who rescued a 76-year old man lost in the Upper Pierce Reservoir after a 45-hour search.

Check out the spanking new Home Team Tactical Centre (HTTC) - a training facility, where different agencies and organisations unite and train to combat threats.

Enjoy reading!

Cpl Muhd Shahrnizam bin Abdul Rashid
Journalist
Police Life

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Striving for Excellence

By Ms Luo Min Zhen, Denise

The Road Less Travelled

It was unusual for a Business Administration graduate to embark on a policing career, as opposed to fellow course mates who sought jobs in financial institutions. However, for Senior Assistant Commissioner of Police (SAC) Mr Loy Chye Meng, this was one of the best decisions made in his life and he has never once looked back.

Having served in the Singapore Police Force (SPF) for over 20 years, SAC Loy spent a major part of his career alternating between staff and command roles. With a proven track-record and an extensive knowledge of the Force, it is no surprise that SAC Loy is triple-hatting as Commander Training Command (TRACOM), Director Home Team School of Criminal Investigation (HTSCI) and Deputy Chief Executive (Administration) Home Team Academy (HTA).

Despite his multiple appointments, SAC Loy remains humble and down-to-earth. Decked in an immaculately pressed uniform, SAC Loy greeted *Police Life* with a firm handshake and a ready smile. He looked every bit like a principal - a mentor who is willing to impart his knowledge, guide and serve.

The Essence of Leadership in Training

SAC Loy subscribes to the teachings of the ancient Chinese Philosopher, Laozi, which shapes his perspective on leadership. He shared that according to Laozi, the ultimate leader is one who has done so much for his followers but they do not even know he exists. In essence, what Laozi meant is that as a leader, you must always be mindful of your duty to serve, and not the glory and privileges.

As Commander TRACOM, SAC Loy is more than a leader who directs his staff. Besides being heavily involved in conceptualising training requirements, he is also actively engaged as a trainer for certain lectures.

For SAC Loy, training is another form of art that requires true mastery. "You can be an outstanding field officer but not necessarily a good trainer." For example, dealing with a case of a stolen passport and a case of 20 stolen passports trigger very different responses and follow up actions. A good trainer is one with the ability to explain succinctly, and to contextualise the knowledge to different situations so that his audience appreciates why and how something is done. In addition, to excel as a trainer, one must first possess the "curiosity for knowledge" and the ability to "probe deep". It is critical for any trainer to be able to exercise some degree of flexibility to adapt to his students and environment. Never take anything as absolute. Instead, constantly reflect and question.

The success of a trainer or the quality of a programme cannot be quantified or measured solely by the end-of-course feedback or even exams. "It cannot be seen immediately," quipped SAC Loy. As a trainer, you do not conclude your success with solely the examination grades of your trainees. As training is not confined to theoretical studies and now include many other practical elements of policing, it is the ability of officers to make sound judgments and apply the necessary standard operating procedures on the ground that would ultimately decide whether the respective training objectives had been met.

Above all, SAC Loy believes in leading by example to instill the drive in his officers. He often takes a pro-active role to understand the requirements of courses and engages directly with experts in the field to see how modules can better cater to the needs of his officers. His constant thirst for answers is one of the key drivers that spur him to improve training standards.

Moving with Times

Having been at the helm of the Training Command for two terms, SAC Loy acknowledged that revision in curriculum is constantly needed to ensure the relevance of training programs for officers. SAC Loy repeatedly emphasised how training programmes are designed to suit the specific needs of officers to ensure that they are well-equipped with the necessary knowledge and technical skills. "The focus is always on the officers."

As risk becomes more complex in today's world, there is a pressing need to "deploy better training methodologies". To narrow the gap between reality and simulations, assessment questions tend to be more scenario-based to test officers' application skills. Animations and videos are also used to give a more accurate depiction of the scenarios in discussion. For example, in addition to multiple-choice questions, officers are now expected to

answer essay questions to demonstrate their analytical skills in dealing with complex and varying situations.

Besides setting more stringent requirements, infrastructure has also been refurbished to equip officers with better skill sets. With the relocation from the Old Police Academy to the Home Team Academy, the enhanced obstacle course and training village better simulate urban complexities and challenges. This certainly helps to instill better physical and mental capacity at low risk. With five shooting ranges available in the complex, officers no longer have to rush to book the range for their shooting tests.

On His Achievements

When questioned about his achievements, SAC Loy was modest in his answer. He believes that the sustenance of any project is one of the key measurements to critique its success. The implementation of e-Test was one such instance. Although the e-Test system does not deploy the use of cutting-edge technology, it allows commanders to have a good sensing of the level of knowledge amongst officers, with minimal hassle. The e-Test is a simple yet enduring initiative that is now extended to Investigation Officers beyond its initial pool of Neighbourhood Police Centre Officers.

SAC Loy also spearheaded the introduction of practical tests and exercises which greatly facilitated the re-employment of retired officers as trainers. Although the re-employment of retired officers is not new, it is a meaningful initiative. It allows the younger generation of officers to learn from the shared experiences and tap on the tacit knowledge of the retired officers. For the retired officers, it is a good opportunity for them to continue pursuing their passion with greater flexibility.

Spending a large part of his career improving curriculum and redefining training needs has proven highly beneficial in supporting his role in the HTSCI that revolves around the delivery and evaluation of learning outcomes and training standards for investigation and forensic officers. Although the HTSCI was carved out from the Criminal Investigation Department (CID), and is able to better focus on effective training delivery and assessment for all the law enforcement agencies, it continues to work closely with CID to ensure up-to-date content. The development of the latest case studies based on real life incidents is one of such initiatives. SAC Loy also recognises that the integration of knowledge from different fields is necessary to ensure the relevancy of the courses being run. The White-Collar Crime course for instance distills and integrates information and knowledge from different domain expertise such as forensic accounting, funds tracing, court crafts, interviewing techniques, banking and finance system.

Today, officers from the Corrupt Practices Investigation Bureau, Inland Revenue Authority of Singapore and Attorney-General's Chambers undergo training at the HTSCI.

Besides striving for excellence at work, SAC Loy makes every effort to be a dutiful and engaging father at home. Not a fan of micro-managing, he advocates listening and providing guidance to his children instead of prescribing and controlling their actions. It is no surprise that they share a close-knit relationship being able to talk about everything under the sun. His mantra at work is just as applicable at home: "Always be sincere, like what you do, be ready to share your knowledge and be a good listener."



Home Team Honours Former Minister for Home Affairs

By Denise Lee
Home Team News

Outgoing Minister for Home Affairs Mr Teo Chee Hean thanked Home Team officers for their hard work and sacrifice as he relinquished his role to Minister K Shanmugam at a parade held in his honour on 2 October 2015.



It was a hearty sendoff for outgoing Minister for Home Affairs, Mr Teo Chee Hean as he inspected the 580-strong Home Team marching contingent at the parade held in honour of him on 2 October 2015.

Parade Commander, Deputy Assistant Commissioner Chong Zunjie, 33, said, "DPM focused on strengthening the Home Team synergy for a seamless operation and better coordination among the Home Team departments."

The Deputy Commander of Ang Mo Kio Division, Singapore Police Force, recalled meeting Deputy Prime Minister (DPM) Teo at a lunch reception with young officers and remembers him taking a personal interest in their work and how he could help them.

"I am humbled by my appointment as Parade Commander and hope this parade will be a fitting farewell for him," he said.

After helping the Ministry of Home Affairs for four years and four months, DPM Teo handed over the reins to Minister K Shanmugam on 1 October 2015, following the government's cabinet reshuffle.

Addressing an audience of more than 1,000 Home Team officers and guests, DPM Teo said: "We have dealt



with several crises. Time and again, we have risen to the challenge, learnt from each incident, and shown the resilience, capacity, capability and strength of the whole Home Team."

He also thanked Home Team officers for their hard work and sacrifices: "Because of you, our Home Team officers working with the community, Singaporeans are able to go about their daily lives, raise families, carry on their business, free from worry for their safety and security."

DPM Teo, who will remain Coordinating Minister for National Security, added that he hands over

the Ministry "with full confidence, into the good hands of Minister Shanmugam, and the new political leadership team, with SMS Desmond Lee and Parliamentary Secretary Amrin Amin."

Minister K Shanmugam, who will continue to helm the Law Ministry, had previously served as the Minister for Home Affairs from 2010 to 2011.

In his speech, Minister K Shanmugam spoke of DPM Teo's contributions in pushing for an integrated Home Team, emphasising strong partnerships with the community, and advocating the innovative use of technology.



He also acknowledged his farsightedness: "DPM worked hard to make sure that the Home Team was prepared for the future. This is not a task that one can ever say is done. It is always work in progress. DPM laid the important groundwork by pushing the Home Team to plan for it and take the steps to put it in place, and quite significantly he secured a multi-year resourcing arrangement. This will ensure that the Home Team is adequately resourced to implement its strategies."

"It is an honour for me to be able to be part of the Home Team, together with Desmond and Amrin,

and serve with the dedicated men and women. You put your lives and safety on the line every day to keep Singapore safe," the new Minister for Home Affairs said, addressing officers.

"Today, I am privileged to come back to the Home Team, one that is more strategic in its outlook, more integrated and more deeply connected to the community."

Joining DPM Teo and Minister K Shanmugam at the parade was Mr Desmond Lee, who takes over as Senior Minister of State for Home Affairs



(concurrently Senior Minister of State for National Development), and Mr Amrin Amin, who is now Parliamentary Secretary for Home Affairs.

Former Second Ministers for Home Affairs Mr S Iswaran and Mr Masagos Zulkifli have been appointed Minister for Trade and Industry and Minister for the Environment and Water Resources respectively.

"It has been a great privilege for me to work with all of you in the Home Team for the past four years and four months... I am honoured to have met many of you, our very able and dedicated officers including NSF and NSmen, who put your lives on the line to keep Singapore and Singaporeans safe and secure, 24/7, 365 days a year," said DPM Teo in his speech at the parade.





Commendation from the Commissioner

By SC Tan Yick Wei, Jonas
Public Affairs Department

The mission to prevent, deter and detect crime remains every Police officer's utmost priority. The Commissioner of Police (Individual) Commendation (CP Commendation) is awarded to officers who have displayed tenacity and effectiveness in their work to fulfil the Police mission. *Police Life* spoke to one of the awardees of the CP Commendation (Individual), Station Inspector (SI) Mohammed Hafez Bin Alaudin, a 12-year veteran in the SPF.



SC/Sgt Gabriel Chan Duen Yue

A Close-knit Family

Teamwork is respect. We respect each other. No barriers between the men and me." Prizing teamwork, Group Leader of the Bukit Merah East (BME) Crime Strike Force (CSF) SI Hafez makes it a point to connect with his colleagues in his CSF unit on a personal level, maintaining that trust and honesty between each member of the unit is paramount in their operations. As a result, his unit is like a close-knit family. "It's a give-and-take relationship. Help them when they need it, and they will give back with all they've got," he said.

SI Hafez takes pride in being part of one of the first CSF units commissioned. He played a part in developing the procedures and culture in the CSF, establishing a good working model for the future generations of CSF units. Tasked to solve more difficult neighbourhood crime cases, the CSF needs every advantage it can get to solve cases efficiently. Thus, despite having several field teams, they work as one unit, sharing information freely and even having a little bit of healthy competition between teams. This relationship extends to the CSF units in other Land Divisions, which sees them helping one another out whenever possible. SI Hafez attributes the successes of the CSF to this teamwork. As Group Leader, he sees that it is his duty to ensure that this culture of teamwork is sustained. "If we see each other as individuals, we cannot go far. We need to band together, especially for those very challenging cases."

Passion for the Job

Resilient and determined, his diligence in digging for leads even when the case has gone cold has produced consistent results. In one memorable case, an armed robber attacked him with a knife when he was alone. SI Hafez deftly defended himself and subsequently took note of the robber's escape path, leading to the swift apprehension of the target. "I like the challenge. The more elusive the suspect, the more motivated I get to crack the case." In addition to his CSF duties, SI Hafez is currently the Deputy Team Leader for the BME's Division Tactical Team (DTT). He was involved in several high-profile deployments like the General Election 2015 and international soccer games. Enjoying the challenge and the different scope of work being part of the DTT, he rises to the challenge every time he is deployed.

"Be passionate about what you do. If you love what you do, it wouldn't just be a job," said SI Hafez about his work. Congratulations SI Hafez!

Missing Elderly Man Found After 45-Hour Search

By Ms Chelsa Cher
Public Affairs Department

It was an extensive search spanning 45 hours and up to 200 officers. They finally heaved a sigh of relief after locating a 76-year-old man on the 7 September 2015 at about 3.40pm in the vicinity of Upper Pierce Reservoir. Mr Wong Kang Leng had called the Police two days before, saying that he was lost.



Commanding Officer of Bukit Timah (BT) Neighbourhood Police Centre (NPC), Superintendent (Supt) Ang Beng Chong, who led the search and rescue operations, shared that the Police first received a call from Mr Ng on the 5 September 2015 at about 6.52pm. Mr Ng, an avid hiker, informed that he had lost his way while attempting to hike from Dairy Farm Road towards MacRitchie Reservoir. As this was the first time Mr Ng was attempting the route, he was unable to provide specific details of his whereabouts.

Supt Ang said, "Upon receiving the call, we got in touch with Mr Ng's family and immediately deployed a team of officers to systematically comb the area. Public Utilities Board and National Parks Board officers also joined in the search and shared their terrain knowledge." Citing the 45 hours of operations, Supt Ang said that in total, about 200 officers were on the ground, of which 150 were Police officers. "The teams rotated to comb both the Central Catchment Nature Reserve and the Bukit Timah Nature Reserve."

Operations Officer of BT NPC, Deputy Superintendent of Police (DSP) Mark Yeo,

who was on the ground, shared that he and the officers searched through the night. "Mr Ng's safety was our top concern. He had no food and water and we had to do all we could to find him fast. It was a matter of life and death."

When officers finally located Mr Ng deep in the forest, he was calm but exhausted. Officers immediately gave him water and food before conveying Mr Ng to Ng Teng Fong general hospital for physical examination. He was later reunited with his family, who expressed their heartfelt appreciation for the efforts by the various government agencies.

Recalling the moment they found Mr Ng, Assistant Superintendent of Police (ASP) Rikesh Chand Rai said Mr Ng's first words were "Wah! So many people!" "We were very happy when we saw him," ASP Rikesh shared, "This is our calling as Police officers - to ensure the safety and security of the citizens. The relief and happiness of the family's reunion made our day."



HAPPENINGS

Singapore Ride Safe 2015

Various stakeholders - motorcycle interest groups, driving schools, taxi and commercial transportation companies - gathered at Singapore Ride Safe 2015 on 20 October 2015 to discuss road safety matters concerning motorcyclists. The dialogue session organised by the Traffic Police (TP) and the Singapore Road Safety Council (SRSC) is part of the ongoing initiatives for the Use Your RoadSense movement launched by TP in April this year. It touched on topics involving the attitudes and behaviour of motorcyclists; shared responsibilities of all road users; and their collective contribution in building a better road culture in Singapore.



SPF-HKPF-MJP Inter Forces Games 2015

48 officers from various SPF units travelled to Hong Kong on 9 October 2015, and over three days, they competed in 3 sports at the Inter Forces Games 2015 between Singapore Police Force (SPF), Hong Kong Police Force (HKPF) and Macau Judiciary Police (MJP). The SPF team came in 1st for both Football and Dragonboat tournaments, and 3rd for Badminton tournament.



LEAP to Your Future

On 12 October 2015, over 300 guests and recipients gathered at the New Phoenix Park Auditorium to celebrate the appointment of this year's Learn Equip Act Progress (LEAP) officers. Guest-of-Honour, Deputy Commissioner of Police (Policy) Lim Kok Thai graced the event. The LEAP programme was launched in the year 2014 as a revised leadership development programme for Police Officers with high leadership potential. The programme serves to groom them to take on leadership responsibilities, by equipping them with the skills to progress in their careers.



The Home Team Tactical Centre (HTTC)

By SC Tan Yick Wei, Jonas
Public Affairs Department



It takes continuous effort and training to make sure that we can deliver on our vision to make Singapore the safest place in the world. This means being always prepared to tackle new threats that emerge and working more closely with other agencies that share similar visions and adversaries. The Home Team Tactical Centre (HTTC) was envisioned to help the Home Team achieve just that. On 26 October 2015, the HTTC was officially opened by Minister for Home Affairs, Mr K. Shanmugam. *Police Life* was there to witness the event and tour the spanking new training facilities.

A Joint Home Team Effort

In April 2015, Nepal was hit with a devastating 7.8 magnitude earthquake. With many buildings destroyed and several hundred people missing from the disaster, the Singapore government sent the Home Team's largest ever joint contingent comprising Singapore Police Force (SPF) officers and Singapore Civil Defence Force (SCDF) officers to render humanitarian assistance to

those suffering in Nepal. This incident highlighted the need for greater inter-agency cooperation, especially within the Home Team. As both SPF and SCDF training facilities were built within the HTTC compound, the co-location will allow for many more opportunities to run inter-departmental operation simulations, thereby enhancing the efficiency and synergy between the SPF and SCDF.

The HTTC is being operationalised in phases with the first few training facilities opened in Phase 1 tailored to provide highly realistic training simulations, for both training inter-agency responses and individual tactical operations. Designed by tactical specialists and experts, the training simulations and scenarios within the facilities are highly customisable with varying level of complexities. This would better prepare our officers to deal with any unpredictable situations that may occur during the course of their work.



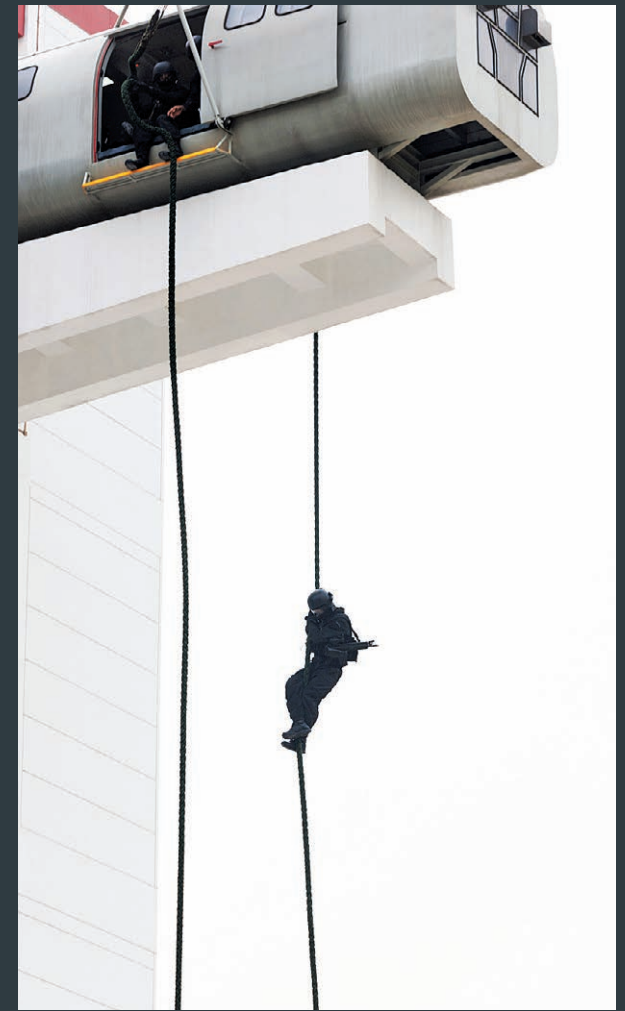
Phase 1 – Defending Our Urban Jungle Home

Being one of the most developed and densely populated countries in the world, Singapore houses its residents in an urban jungle, with numerous skyscrapers and shopping malls. It is thus no surprise that the HTTC Phase 1 SPF facilities were developed to simulate within an urban setting. With each facility simulating different parts of our urban jungle, our officers are able to train realistically for various scenarios and are prepared to handle any operations on our home ground.

These facilities include the Force on Force House, Tactical Range Complex, Method of Entry Houses and Tactical Manoeuvring Area. The Force on Force House allows officers to practise basic Close Quarter Battle training with simulated ammunition in various room layouts before moving on to the Tactical Range Complex, where they hone their room assault drills with live ammunition in a Drive-in Range and Close Quarter Battle House. The Method of Entry Houses allows officers to rehearse storming tactics for a diverse range of urban locations. Lastly, the Tactical Manoeuvring Area is a large land space, where officers can train for response to various public order incidents.

Phase 1 facilities provide greater realism and allow for more complex tactical training. The various Police and SCDF facilities closely replicate our urban operational environment and co-location with SCDF also creates more opportunities for Police and SCDF to train and exercise together. Close coordination between our departments is essential for operational success.

Assistant Commissioner of Police (AC) David Scott Arul
Commander
Special Operations Command



HTTC Phase 1 Opening Ceremony

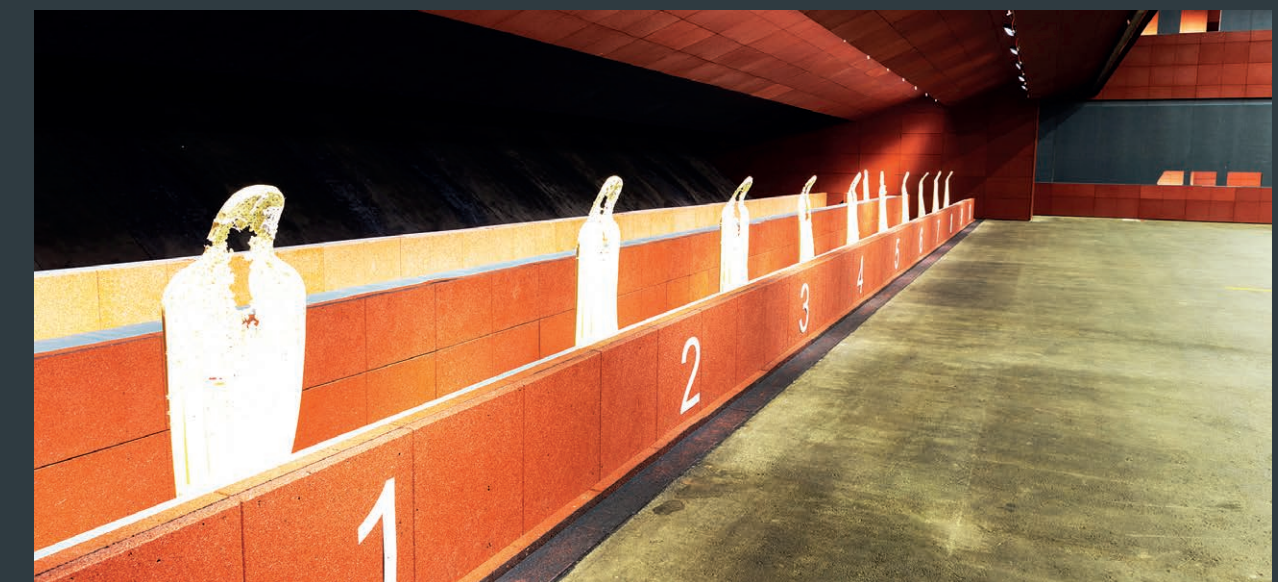
During the official opening ceremony, the specialist units from the SPF and SCDF demonstrated the centre's current capabilities, showing how the integration of SPF and SCDF facilities not only improves their inter-agency operational synergy, but also maximises the Home Team's resources.

Those who witnessed the demonstration of capabilities during the HTTC opening ceremony shared that the provision of state-of-the-art training facilities greatly enhances training standards and realism for the Home Team units to keep pace with the evolving operational landscape.

Assistant Superintendent of Police (ASP) Jack Tay
Head Special Project
(Home Team Tactical Centre Development)
Special Operations Command

Future Phases – A Specialist's Playground

The development team for the HTTC, comprising both SPF and SCDF officers, has many plans in store for the HTTC. Even though it has officially opened, the development of the HTTC will carry on for 10 more years before it is fully completed. In Phase 2A, more Police tactical training facilities will be constructed, including a 200-metre range to practise live firing and a Fighting In Built-Up Area (FIBUA) Village to simulate local environment. Eventually, when it is fully developed, the HTTC will house several SPF and SCDF specialist units' operational bases, making this compound truly a specialist's playground, with both specialised tactical training facilities and offices.





My View

By Cpl Muhd Shahrunnizam bin Abdul Rashid

“Sir, I’m warning you. Please take a step back, drop the item that you’re holding and get down on the ground.” I remember the times when an officer’s finger was placed at the trigger, ready to squeeze and release my pointy probes. What follows after will send powerful jolts down the core of your spine. I do not recommend tasting the power I possess.

I am sorry. I think we have not been properly introduced. My name is Taser X26, and I belong to a family of force options at every Police officer’s disposal. I have been in the Force for more than 10 years since July 2005. My purpose is to keep officers safe during the course of their work and immobilise perpetrators who may inflict harm on others or themselves.

I am on par with my best friend, the T-Baton. We rank third in terms of choice of use, after verbal commands and unarmed tactics. That puts us above our most serious member of the family, the Taurus.

I am thankful to have diligent armourers who clean, charge my battery and conduct spark-tests every night. This leaves me feeling recharged and energised in the morning, ready to face any threats faced by my officer.

When activated, I fire two electrically charged probes. Once the probes are hooked onto the perpetrator’s clothes or skin, I deliver 50,000 volts of electric current and immobilise the person. The 5-second shock is enough to bring down the toughest bull in the barn.

I may look like an ordinary plastic gun found in toy stores because of my light weight and colours but I can assure you that I am a force to be reckoned with. Armed with a guiding laser and lightning-speed probes, it is no wonder perpetrators quiver when they hear our officers holler, “TASER! TASER!”



Gold for Aviation Security

By SSI(2) Dzulkhai Rahmat
Assistant Planning Officer, Airport Police Division

The Airport Police Division (APD) clinched the Gold award for the Aviation Security (AvSec) Organisation of the Year 2015. This prestigious award was accorded to the APD in recognition of its outstanding achievements in the aviation security industry. Acting Commander APD, Deputy Assistant Commissioner of Police (DAC) Bobby Fay received the award on 5 October 2015 at the International Awards of Excellence in AvSec held in Dubai, United Arab Emirates.

We did not achieve this feat by chance. Tremendous effort and hard work had gone into protecting Singapore’s civil aviation against crime without compromising efficiency at the Singapore Changi Airport.

On the crime front, we were able to maintain a low crime rate in Changi Airport with the overall crime rate in 2014 at its lowest since 2005. This was despite 54.1 million passengers and 1.84 million tonnes of cargo moving through Changi Airport in 2014. In addition, the APD had also ensured that there were no major security incidents for the past 10 years at Changi Airport.

Being the executive arm for the SPF in regulating AvSec, the APD constantly

reviews its AvSec policies and procedures to ensure that they continue to remain relevant. We also work closely with the airport community and other relevant stakeholders. A major milestone for the APD was when Singapore was reported to have zero non-compliance with the stipulated International Civil Aviation Organisation’s (ICAO) standards during the Universal Security Audit Programme in late 2012. This result was a significant affirmation of the good AvSec regime in place in Singapore.

This AvSec award is testament to APD’s achievements in the aviation industry, and a step towards reaching the APD’s vision of making Changi Airport the safest airport in the world.



AVSEC Symposium & Awards 2015 4-6 October 2015, Dubai - United Arab Emirates



READING QUIZ

- Senior Staff Sergeant (SSSgt) Kamarulzaman bin Kamsan works in the Singapore Police Force (SPF) as a _____.
A. Neighbourhood Police Centre Officer
B. Hearse Driver
C. Security Command Officer
- In the Phase 2A of the Home Team Tactical Centre plan, more Police tactical training facilities will be constructed. Which one of the following is one of the facilities **NOT** mentioned?
A. A 200m range to practise live firing
B. A Fighting In Built-Up Area Village to simulate local environment
C. A Dojo room for Police Defence Tactic training
- In the spirit of SG50, the SPF in collaboration with Singapore Press Holdings launched an eBook titled _____.
A. Guilty as Charged
B. SPF eBook
C. Caught in Action
- Before the former Attorney-General was appointed as Chief Justice, Mr Sundaresh Menon was already enforcing the laws in the _____.
A. Singapore Police Force
B. SCDF Provost
C. SAF Military Police Command
- The Airport Police Division clinched the Gold award for the _____ of the Year 2015.
A. International Security Organisation
B. Aviation Security Organisation
C. ASEAN Security Organisation

Terms and Conditions for PLM Contest

- This contest is open to all Singaporeans and Permanent Residents.
- Each contestant may only submit one entry for the contest.
- Each submission must be completed with the correct answer, NRIC, name (as shown on NRIC), email address and contact number.
- Submit your answers to spf_plm@spf.gov.sg by 8th February 2016.
- No other forms of submissions will be considered.
- Prize winners will be informed via email or phone call.
- Prize winners are to collect their prize, a *Police Life* passholder with a C.L.I.F. lanyard, in person.
- Any prizes not claimed within a period of three months shall be forfeited without any liability on the part of *Police Life*.
- Police Life* reserves the right to amend the terms and conditions stated without prior notice.

A Meaningful Time During National Service

Reproduced from PNS40
Commemorative Coffee Table Book

Time in Police National Service

Mr Masagos spent three months of his Basic Military Training (BMT) with the Singapore Armed Forces. On his posting to the Singapore Police Force (SPF), he went through nine months of training as an Officer Cadet at the Police Academy then, before being posted to Jurong Division as an Investigator.

"The 6 months spent as an Investigator were some of the best times of my life, it was tough, but it made me more mature and taught me how to appreciate life," he said.

Memorable Experiences as a Police Officer

Mr Masagos recalls how he used to work 24-hour shifts as an Investigator. Policing work never stopped and he remembers having to work very long hours so that the case will not go cold. "After the daily debrief to the Commander, I will be dead tired every time." According to Mr Masagos, investigation was not for the faint-hearted.

However, he shares that it taught him how to work with and through people, and more importantly, to be receptive to advice from ground officers who are more experienced."

While in Jurong Division, Mr Masagos recalls his first case. "A girl, around 3 or 4 years old had died sleeping on her father's shoulder. Her father was so distraught because he thought he had killed her. I was only 19 and being thrown into such a traumatic situation, I had to keep calm and make sure I did not get emotionally involved. In the end, it was discovered that the cause of death was Sudden Infant Death Syndrome. That experience really made me grow up and taught me how to tackle challenging human emotive issues."

Thereafter, he spent the remainder of his time as a Staff Officer in the Training Development Division. "Training is important to SPF's professionalism and post audited and ensured high training standards."

Thoughts on National Service

Mr Masagos says with confidence and pride, "I feel good that my children are serving NS." Looking back, he realised the purpose behind National Service. "The whole paradigm of NS has changed for the better. I hope that in the future, it will change into something that people are not obliged to do, but rather, want to do," he said.



Mr Masagos Zulkifli (Bottom Row, Second from Left), Full Minister in the Prime Minister's Office and Second Minister for Home Affairs and Foreign Affairs, is well known in the Home Team. However, few would know that he served the Home Team when he was just 19 years old – as a police officer during his National Service.

Upholding the Nation's Laws – In More Ways Than One

Few know that before the former Attorney-General was appointed as Chief Justice (CJ), Mr Sundaresh Menon was already enforcing the laws of the Republic in a very different role – as a police officer during his National Service (NS). In an interview, CJ Menon reveals details about his time with the SPF, which he calls "one of the happiest things" that had happened to him.



Time in Police National Service

CJ Menon was initially posted to the Army for National Service, but was later transferred to the SPF and had a "fabulous time" serving in the SPF.

At the Police Academy, he spent 9 months training as an Officer Cadet before being posted to Police National Service Headquarters for about 6 months. Thereafter, he was transferred to the Traffic Police (TP). "It turned out to be the best 12-15 months of my time in National Service," he said.

Memorable Experiences at Traffic Police

CJ Menon has fond memories of working with Assistant Commissioner of Police (AC) Frank Samuel, ex-Commander of TP. "I have huge respect for him," he recalled. "He was one of those Police officers who had worked up the ranks from a Constable up to an AC. He looked after his officer's well being, but was also firm when he needed to be."

According to CJ Menon, he would accompany AC Frank Samuel to meetings with the then Permanent Secretary of the Ministry of Home Affairs. AC Frank Samuel's confidence in him gave him opportunities to share his views on larger issues impacting SPF and society.

While in TP, CJ Menon was part of a small group of officers who wrote papers and recommendations that led to the introduction of legislations such as the Seat Belt Regulation. Till today he proudly shares with his children that he had a hand in some legislation, even if it was in a small way. "Never for a day did I feel like I was just an NS officer mandated to serve. The work was not just interesting and fulfilling, but I felt challenged and privileged to be given such an opportunity. It was also exciting to see my work being translated into law within a matter of months." This was more than what he expected whilst serving National Service.

Thoughts on National Service

CJ Menon believes that NS plays a key role in social cohesion and nation building. He shared how one gets to meet people of every

background, realising how multi-faceted Singaporeans are. "It is only through NS that you will learn to get along with, and may even be responsible for, the person you are sleeping next to. He may be from a different race, religion, social background."

CJ Menon added that "NS also teaches you responsibility, and is a vital step for personal growth." He observes that most of the current generation grow up privileged and affluent, but only through National Service do they realise that they are responsible for themselves. Responsibility for others is yet another learning point from National Service. "You learn about teamwork, and how to help and look out for one another. This is key to a nation's success." He believes that National Service helps raise awareness that Singaporeans are ultimately responsible for their own defence, security, and safety. "Singapore is very small and National Service keeps us connected to the reality that we cannot take things for granted."

Learning Points from the Police Force

CJ Menon finds that SPF officers are genuinely committed to upholding their mission. "While most Singaporeans take safety for granted, I find that the SPF is a place where we don't, because we are the ones responsible for it."

Aspirations for the Police Force

CJ Menon lauds the good work of the SPF. He supports the Force in its efforts to remain operationally savvy, setting benchmarks for others to emulate. He suggested that the SPF may want to look into career paths similar to the Singapore Armed Forces' military expert scheme. By identifying specific domains, such as forensics or computer technology, SPF can recruit, develop and retain such staff better. This ensures these officers to have a challenging and meaningful career path.

Guilty as Charged A Glimpse at 25 Crime Cases That Gripped the Nation

By SC/Cpl Harsha Ramachandran

Despite our relative safety and low crime rate, Singapore still has had its fair share of exciting crime cases that have captured the imagination. In the spirit of SG50, the Singapore Police Force (SPF) in collaboration with the Singapore Press Holdings (SPH) launched an electronic book (eBook) titled 'Guilty as Charged'. The eBook features 25 high profile crime cases from the last 50 years. These cases range from the infamous to the less known and are bound to intrigue and excite you.

Taking Advantage of Technology

'Guilty as Charged' takes full advantage of technology to give you a more enjoyable reading experience. It blends together videos, photographs, texts and touch-screen technology to provide a very interactive reading experience. The eBook has a multi-dimensional design that allows you to swipe right to view the titles and summaries of each story and swipe down to read the entire story. As you progress through the pages the eBook uses different engaging animations such as blood splattering onto the background to help create the atmosphere for the story.

Never Before Seen Content

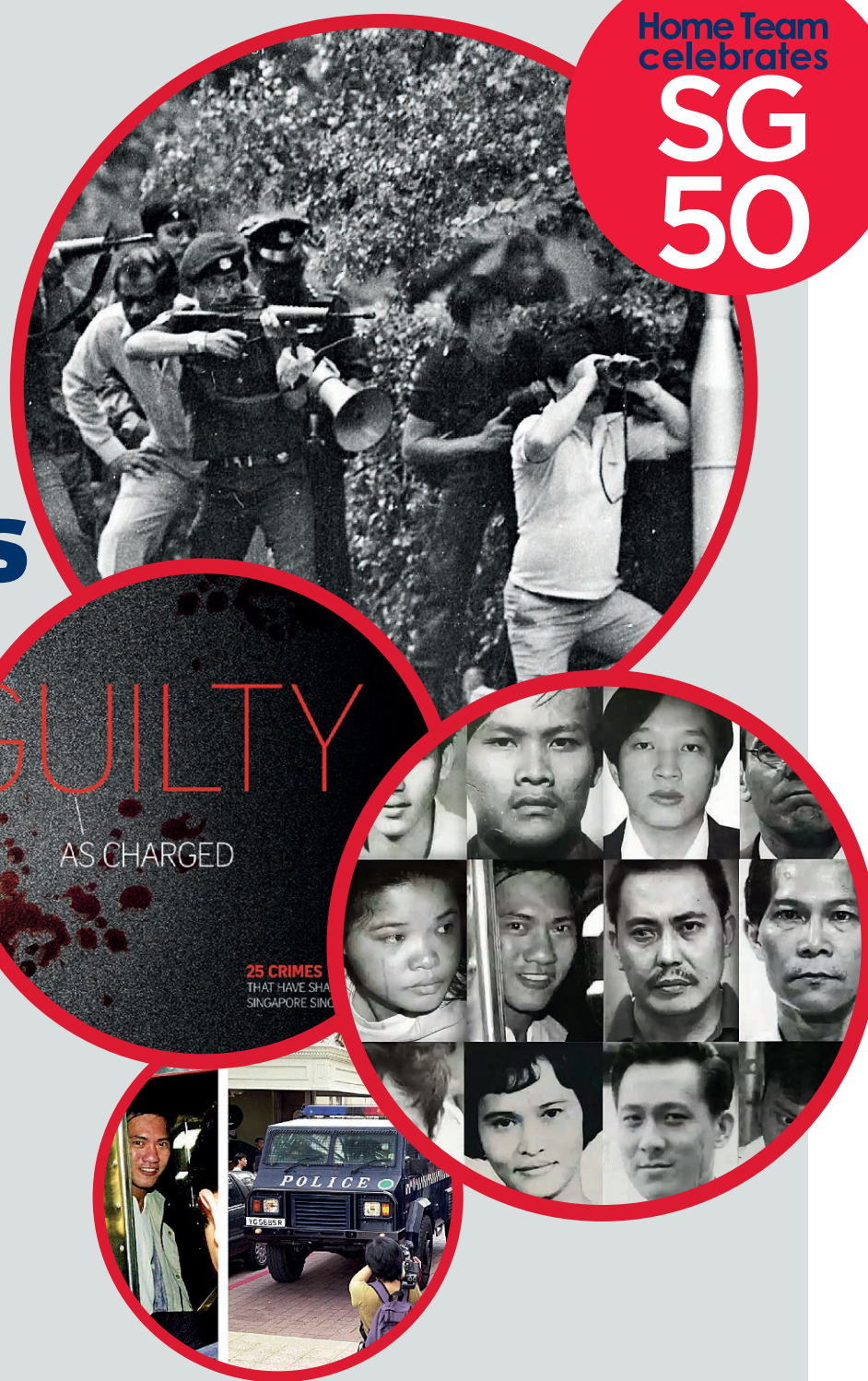
Police Life spoke to Ms Metta Yang, Head Heritage and Social Responsibility Branch of the SPF, who worked on and coordinated the production of the eBook. She told us that the most exciting part of the eBook is the "unique photographs that have never been released to the public before". The photographs were extracted from the SPF and the SPH archives. These unique photographs add an exciting level of detail to the eBook, even for readers who remember all the crimes from the mainstream media.

We chose cases from the past that gripped the nation.

READ 'GUILTY AS CHARGED' NOW!

Simply download the ST STAR application on your tablet and search for 'Guilty as Charged'.

Home Team
celebrates
SG
50



AN EXTRACT FROM THE KALLANG BODY- PARTS MURDER

He stole his young lover's ATM card and withdrew her money. Then fearing that she would identify him, factory supervisor Leong Siew Chor killed and dismembered the body into seven parts.

"It was 9:15 am on June 16, 2005, and cleaner Murugan Kaniapan was going about his daily rounds when he spotted a waterlogged, brown cardboard box sealed with masking tape on the banks of Kallang River, a popular spot for sea-sports enthusiasts

Curious, the 27-year-old tried to pick up the parcel to throw it away but the water damage was too severe.

The box fell apart in his hands, revealing its contents: a green plastic bag containing what looked like fresh meat....."



The Voluntary Extension of Service Scheme

By Cpl Muhd Shahrnizam bin Abdul Rashid

The Voluntary Extension of Service (VES) scheme was officially launched by the Minister for Home Affairs on 1 June 2015. Under the Police Force Act, Police National Servicemen (PNSmen) – junior officers and senior officers who have passed their statutory age of 40 years and 50 years respectively – can continue to volunteer their service to the Singapore Police Force (SPF). Retired officers would have to undergo medical screening and certified fit to be eligible for the scheme. Through the scheme, the SPF aims to further tap on our PNSmen's expertise and experience so as to supplement the SPF's operational needs.

More Than Just a Mentor

Deputy Assistant Commissioner of Police (NS) [DAC (NS)], Charles Ng was glad to extend his service under the scheme, which landed him a role as a National Service (NS) Commanding Mentor for newly appointed NS commanders. Prior to the extension of his service, DAC Ng (VES) served as PNS Commander at Ang Mo Kio Division ('F' Division) since 2010. He has since held meetings with other PNS commanders about the PNS Masterplan to discuss how they can fully optimise the number of PNSmen during operations and peacetime.

He also assesses the PNSmen and deploys them to areas where their skills could be put into good use, and ensures that the PNSmen under his wing would be operationally-ready to face any emergency during major deployments.

To Strengthen the Trainers

Superintendent of Police (NS) [Supt (NS)] Mohd Azman Bin Mohd Sidek (VES) describes a different challenge when he took up the scheme. He was appointed to the Police National Service Department as a Commanding Officer, Fitness Mentor. He has always been concerned with the physical fitness and mental strength of younger PNS (both

full-time and NSmen) officers as many of them were raised in a tech-savvy era and are heavily dependent on gadgets and devices for recreation. Hence, one of the areas he hopes to contribute in is collaborating with the Home Team and supporting the efforts of trainers in using Health and Exercise related mobile applications to further improve the training methodologies in the Home Team Academy.

As a Vice-Principal at Siglap Secondary School, and former Chairperson of the Home Team NS Real Run, he is no stranger to leadership roles. His experiences have led him to coordinate events to mentor PNSmen leaders and strengthen their current delivery standards on both academic and physical standards before their engagement with the trainees.

Apart from his collaboration with the Home Team, he was one of the two VES officers working with the PNSD on the PNS40 Commemorative Coffee Table Book. This book encapsulates the milestones of Police National Service over the past 40 years and it is replete with photographs, quotes, accounts and stories shared by PNSmen as well as PNS officers who are still serving their National Service.



“I Never Expected to be a Hearse Driver”

By Ms Chew Si Lei Jinnie and Insp (NS) Ow Guan Jie, Daniel



It is not difficult to drive a car. However, the same may not be said for the Singapore Police Force (SPF) hearse drivers who need to also possess specialised skills, knowledge, extra compassion and empathy.

The SPF has a limited number of hearses, and these hearses are driven by a selected group of Police officers, all of whom are required to have Class 4 driving licences for heavy vehicles. Senior Staff Sergeant (SSSgt) Kamarulzaman bin Kamsan candidly recounted how he never expected to be one and was immediately roped in to be a hearse driver once word got out that he passed his Class 4 driving test, partly because possessing such a licence is considered a rarity. In the entire SPF, there are only around 20 Police officers tasked with hearse driving duties, and on a single day, there is

only one hearse driver for the day shift and two drivers for the night shift.

Hearse Driving Duties

SSSgt Kamarulzaman has been in the SPF for more than 13 years and has driven the SPF hearse for at least seven years. In his day-to-day policing job, he oversees persons-in-custody at the Tanglin Division Neighbourhood Police Centre (NPC).

Each NPC has at least two Police officers assigned to be hearse drivers. Whilst they perform their main policing duties for the bulk of the year, this group of selected individuals perform hearse driving duties according to a shift roster planned for the year. On average, SSSgt Kamarulzaman is assigned with hearse driving duties for about two months in a year.

Island-wide Duty

Hearse drivers possess specialised skills and knowledge. From day one, they are trained by senior hearse drivers to be familiar with the hearse and how to operate it properly. Besides that, they are experts on Singapore roads, knowing full well the road and traffic conditions of the day, especially during peak hours. Hearse drivers are also equipped with the knowledge of the locations of each and every hospital mortuary. SSSgt Kamarulzaman commented how he has travelled to locations he never knew existed or expected to travel to in Singapore.

Treating the Dead with Dignity in Passing

SSSgt Kamarulzaman commented that people squirm at the thought of decomposing bodies and it remains a taboo topic. However, he adopts an altruistic viewpoint that – despite the smell of heavily decomposed bodies – he is there to transport the individuals to the morgue, and during this time, hearse drivers are their only friend and company.

“I see it as part of the (Police) service, (and) a service to the deceased,” said SSSgt Kamarulzaman, adding that he has no intention to cease his duties as a hearse driver.

He recalled the most memorable case that he had attended to – an elderly man who was a compulsive hoarder had died in his own home. The deceased was highly decomposed when he was discovered.

SSSgt Kamarulzaman recalled stepping across the garbage that carpeted the floor of the entire house in order to retrieve the deceased from the bathroom. Due to the lack of space, SSSgt Kamarulzaman and the undertakers were not able to wrap the corpse where it was, and had to shift the corpse out of the house to do so.

The laborious task was a three-hour ordeal. However, it was not just the effort that it took, nor was it the gruesome nature (“slippery and full of maggots”), that had imprinted this incident to SSSgt Kamarulzaman's memory.

“Nobody deserves to die alone,” he said.

SSSgt Kamarulzaman cited the strong support of his family, especially the understanding from his wife, for allowing him to focus on the job. The long-hour shifts meant that SSSgt Kamarulzaman would not be able to spend quality time with the family.

Compromises were made on both ends. SSSgt Kamarulzaman not only does his own laundry after his long shifts, he also plans his schedule much ahead to avoid missing life's precious moments as far as possible.

Despite the hectic schedule of his work, it was heartening to hear SSSgt Kamarulzaman share that his wife was expecting and his family of four would soon be welcoming a new member to their home.



ONE OF US

Hi, I am...

Sergeant (Sgt) Mavinpal Singh and I am a Personal Security Officer under the Close Protection Unit of Police Security Command (SecCom).

Identify one item on your desk that motivates you while you are at work.

Since I do not really have or need a desk for my daily work, I just report to work with a positive mind-set and take one step at a time until the day ends. I believe after getting the job done, anyone would be cheered up.

Where do you go to take a break during work?

If I do have a bit of time to freshen up or take a break, I will usually go back to my Command's Base in Toa Payoh.

Please share with us the most interesting/ amusing incident that you have encountered while at work.

The most interesting incident is not to have any incident at all. Then, everybody gets to head home happily. Am I right?

What is the weirdest misconception you have heard about policing work/ Police officers?

"Police officers are so free to go around screening people." Often, people do not know how we operate and what the purpose of screening them is. It is not a matter of whoever we do not like, we screen. It boils down to the person's behaviour, perceived intentions, location and time. For example, a person walking around at a HDB estate from level to level aimlessly is deemed to be suspicious.

I believe in...

Not giving up in what you do; always striving to reach the very top. There is a very interesting quote that is etched in my mind. "If you really want to do something you will find a way. If you don't, you will find an excuse."