



**POLICE
LIFE**

THE JULY 2013 ISSUE
VOLUME 39 - ISSUE 7
ISSN 0217-8699

THE SINGAPORE POLICE FORCE MAGAZINE

MAKING SINGAPORE THE SAFEST PLACE IN THE WORLD

**IN CONVERSATION WITH THE
COMMISSIONER OF POLICE**



**KNOW YOUR COMMUNITY
POLICING OFFICERS**



Police Life

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ON THE COVER

Students from Yishun Primary School donned customised replica Police uniforms in a National Day Parade 2013 dance segment. Flip to page 4 to read about other segments of the parade that featured officers from the Singapore Police Force.

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We TIDE *With* PRIDE

This is the time of the year when I feel the proudest as a citizen of this nation and as a member of the Force for the Nation.

Like many fellow Singaporeans, I am filled with both honour and pride as the entire nation stood up to sing "Majulah Singapura" on 9 August, our National Day. We here at *Police Life*, too, are privileged to share with you the Singapore Police Force's (SPF) preparations and contributions towards National Day Parade 2013, especially how the Force leveraged technology for the performance.

This issue is also much anticipated as we bring to you the past, present and future directions of our Commissioner of Police, Mr Ng Joo Hee. In this exclusive conversation with our top cop, he touched on many current happenings including the Community Policing System (COPS), manpower issues as well as his expectations of the branding project.

I also share the joys of our new SPF Overseas Merit Scholars who were recently appointed. Soon they will be off for their studies at various renowned universities overseas, subsequently bringing back the knowledge acquired and applying it into the Police context.

In this issue, we also introduce a never-before-seen detailed illustration of our new COPS uniform. Complementing the deeper engagement premise that COPS is all about, *Police Life* highlights several successes of the Neighbourhood Police Centre (NPC) FaceBook pages.

Happy Reading!

SC Muhammad Idaffi Othman

Journalist,
Police Life



You Were **SAYING**

Dear Sirs/Madams,

I would like to let you know how much I appreciate the police officers who were involved in recovering my iPhone which I lost in Changi Airport on 19 May 2013.

I went to Singapore for a day trip to visit my brother-in-law at Mount Elizabeth Hospital. Before my departure, I left my mobile phone, an iPhone 4S, in a washroom at the airport. When I returned to retrieve it, it was gone. I was sad, not for the lost item, but rather the data inside, particularly photographs of which I had no backup.

On 21 May 2013, I lodged a police report via the Singapore Police Force website. The same afternoon, an officer contacted me. I was impressed.

I used the "Find My iPhone" app to locate my iPhone. I found that my phone went offline but a stranger's name appeared. I found her to be the only person with such name in my search via Google, and she is from Singapore. I was lucky. I was further contacted by an officer named SS Loh Jia Hao. I forwarded the information to him. I have no doubt the Singapore police is capable of locating the person whose name appeared in my iPhone. I must admit that I had doubts whether the police would actually spend time and resources over this minor complaint of mine, which occurred out of my own carelessness.

I was proven wrong. On 24 July 2013, quite late in the night, Staff Sergeant Khairul and Staff Sergeant Veeramani called me and told me that they have recovered my iPhone.

My sincere thanks to all the police officers involved in recovering my iPhone. To me, your great efforts in dealing with a minor infraction such as mine, is a reflection of your government's care and concern in making Singapore a safe place to visit.

I can't thank you enough for your efforts in this matter. Also my Singaporean friend, Pastor Chong, my Malaysian friends Angie and Pei Ling who collected and delivered the iPhone back to me. It has safely reached my hands today, 6 August 2013.

I can honestly say as a foreigner, I am deeply touched by such care that I received from your police department. I would love to visit Singapore again, and I will definitely stay longer next time.

May God bless each and everyone of you at Airport Police division SG and wish all your Muslim officers "Selamat Hari Raya Aidilfitri".

Thank you.

Chong Lee Yung
Kuala Lumpur



MAKING SINGAPORE THE SAFEST PLACE IN THE WORLD

Did you blink and miss something spectacular at this year's National Day Parade (NDP)? Fret not. Here is a recap of what happened.





CRISIS CALL: Heavily armed with automatic weapons, five masked gunmen swerve in a saloon car and pick-up truck and fire ruthlessly at innocent bystanders.

Responding almost immediately to the '999' call, the Anti-Swarming Teams (AST) from the Special Operations Command (SOC) arrive at the hot zone in two Ford Everest vehicles and an Armoured Personnel

Carrier (APC). The rear and side doors of the APC are opened with troopers standing at the ledge to cover any immediate threats while entering the hot zone.

ON DISPLAY: The APC, which is used in specialised tactic operations, such as removing barriers, extraction of injured personnel and insertion of troops offers a high level of armoured protection with side gun ports and a strong front-mounted barricade remover.

Armed with sub-machine guns and pistols and shielded with bullet resistant vests and helmets, the AST troops overcome the terrorists with combinations of tactical movements and strong fire power.

NOT AN EASY FEAT: *Police Life* asks Senior Staff Sergeant (SSS) Alex Tan, the lead driver in one of the Ford Everest vehicles, to share what the most challenging part of the show for him was.

"I think the most difficult part of SPF's D3 segment was the timing and coordination ... the SOC's Special Operations Tactical Training Centre did a very good job in ensuring that the different elements of the demonstration were able to gel together to create a coherent and exciting show for NDP viewers." SSS Tan said.

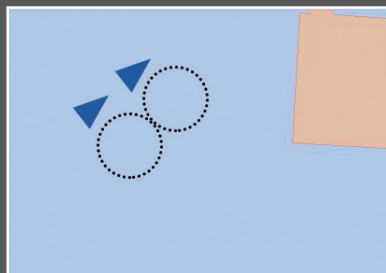
MISSION ACCOMPLISHED: In the stands among the spectators, the last gunman is neutralised and the day is saved!



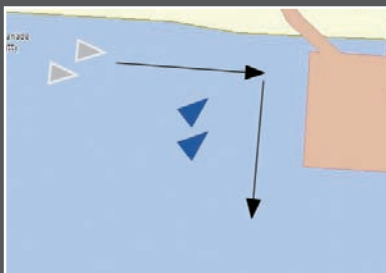


The integrated display by Police Coast Guard's Special Task Squadron (STS) in collaboration with the Singapore Navy features two 2nd Generation PJ Class Rigid-Hulled Inflated Boat (RHIB) and two PK class high speed interceptors performing a series of challenging manoeuvres.

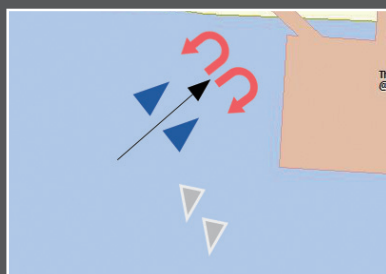
Police Coast Guard NDP Demonstration



1 Two PJs will perform a figure of eight manoeuvre



2 After the figure of eight manoeuvre, two PKs will move along the shore and do a sharp L turn to the right



3 Two PJs will then move towards the pontoon and perform a double fish hook turn




4 After all the manoeuvres, four boats (PKs & PJs) will move and form up in front of the stage

COVERING THE WATERFRONT: SSS

Morgan Fong played an instrumental role as the STS Tactical Boat Handling Trainer responsible for the overall coordination and training of the coxswains to execute the boat manoeuvre sequences as part of the overall D3 segment. He was also involved in the display itself on board one of the two RHIB bearing pennant PJ13 as the crew commander-in-charge of command and control.

GOING AGAINST THE TIDES:

"The most challenging part of this year's D3 segment was the training of the boats' coxswains. This year, we had to coordinate and execute the boat manoeuvres within a limited sea room at high speeds involving the four PCG crafts as there were additional floating structures erected in the waters around the float this year to support other segments." shared SSS Fong. 



IN CONVERSATION WITH THE COMMISSIONER OF POLICE

In March 2013, the Commissioner of Police (CP) Ng Joo Hee gave two interviews: one to The Straits Times' News Editor, Mr Francis Chan, and the other to Lianhe Zaobao's Ms Elyn Hoi and Ms Tan May Lin.

Police Life brings you CP's thoughts on some key issues.

Preventing and Deterring Crime

We want to move from where most of our interactions with the public are when something bad has happened. Robert Peel (the father of modern policing) once said that "the people are the police and the police are the people". The police should be talking and interacting with people before crime happens and, therefore, we decided that we would embed the police into the community; I mean truly embed the police.

The NPP and then the NPC systems have been incredibly successful. They both signalled, at the points of their invention, major shifts in policing strategies. So what

now? We really have to embed our guy; we have to have police officers who do nothing but walk a beat and so they become familiar faces along this beat. Our officer becomes someone, if you live there, you'll always see him and therefore, he becomes a member of that community.

NPPs vs COPS

The NPP is really an officer tied to a desk in a void deck. He is just there and he doesn't get much business. That's why the NPPs are now only open for part of the day. The residents like it because they know that there is an officer sitting downstairs when there is a need. But really, there is very little need because you can look at the numbers, very few people go to NPPs and talk to our officers.

Now, as part of COPS, I am going to turn the NPPs, which are very inefficient, into unmanned posts but open them 24/7. So it will be like an ATM lobby. It will be well-lit and covered by CCTVs. It will be where you can get direct access to a police officer. You can pick up a phone and

then you can see, you can talk, to a real-life police officer and transact your business with us.

How long it took to launch COPS

We started rolling out last May (2012) after two and a half years of experimentation. We did small experiments with this system and found that people liked it. There was also some impact on local crime, so we decided that we should roll it out country-wide.

The feedback that we have is that people like to talk to a policeman without first themselves being victims of crime and having to call the police.

Additional manpower requirements for rolling out COPS

I am not getting enough people applying. The fewer people, the fewer I have to choose from and, therefore, the fewer I can bring in. So I need to first encourage more people to apply. This is one reason why we are rebranding the police.

Retaining officers by training and upgrading

We encourage people to upgrade. If you are willing to sacrifice some time and invest effort to study, we will pay for you. As long as you stay on in the force, it's fine. This is our aim.

Officers quit because of the remuneration package

Of course, not. Some people leave because life as a policeman is hard. It is tough, punishing and 24/7. It is relentless, no work-life balance, especially when you have just started. When you are a single man, it may be fine. When you have a family and children, your wife works and you are working shifts, it can become difficult. So, some people want to look for a more regular job. Some will even take a pay cut to do that.

Whether the branding exercise is mainly for recruitment purposes

Well, recruitment is one thing but branding is much bigger than that.

Let's talk about branding. First, I want to say what branding

is not. A brand is not about a logo, not about the colour of our cars, not about our uniform, not about our buildings.

No, it's more than that. So like I said, when I first came, the most important thing for me was: let's be crystal clear about our mission. Everything we do must advance our mission. So if we are going to do branding, it has to advance our mission too. I will explain in a while why it advances our mission.

A brand is basically our identity plus our reputation. Our identity is like our personality. Every organisation has its own personality, and ours will include our values and our reputation. And reputation really is about our promise and our performance.

Now, look at it another way. What is a brand? A brand is a psychological construct in the mind of everyone who is aware of us. So in your mind you have some psychological association of the police force, some impression in your mind and in everyone's mind.

How branding advances Police's mission

It doesn't matter if I am running the police force now or if I'm leading another organisation. It is the responsibility of the CEO to manage the brand of his outfit. It will be irresponsible of me if I ignored our brand.

What advantages does a strong brand convey? A strong brand will allow us to acquire more resources: financial resources, human resources, social resources and partnership resources.

Number two, a strong brand will allow us to have more freedom to deploy these resources. I'll give you an example.

Today the police, we can approach DBS bank or Cold Storage. If shop theft is a problem in Cold Storage, they will take us seriously when we sit down and work something out. If DBS bank's ATM got hacked, we can sit down with DBS and work something out. If we were



some other police force which doesn't have that strong a brand that we have, I knock on these doors, they wouldn't even pay attention. This is the fact in many places.

A strong brand allows us freedom to deploy resources. A strong brand will give us trust, credibility and authority. So these are what a strong brand conveys.

Branding is about tomorrow. Branding is strategic in any organisation. This is the first time ever that we are doing branding. In fact in the rest of the world, very few police forces desire or are able to do branding.

So, does it advance our mission? Absolutely it does because a strong brand makes us a better police force. It helps us get better people. If it helps me get more resources, helps me to get partners, to have people willing to work with me, to have more trust in the police, then Singapore is safer.

Expectations of the branding project

At the end of the day, I do this because I believe this will make Singapore safer. This is the bottom line. In between,

there are a lot of mechanics. There will be a whole lot of action that we have to undertake.

No matter how we brand ourselves, what brand position we occupy, what our brand pillars are, at the end of the day, it must advance our mission and must translate into a safer Singapore. This is why I'm doing this.

We have to make sure that our strategy is keeping up with the changing environment. We make sure we look for good people and recruit them to do the job.

Well, we have only just started on this branding exercise. At the end of the day, our brand, our values, our mission, our vision must all be congruent. We have to find congruency in these. And then we will start to make changes. So, for example, our advertising will change. I'm sure of it.

Have we shared the findings

We just finished research and information collection. This is an 18-month exercise. We have only finished six months. The consultants have talked to people inside and outside, people associated with the police, politicians, senior civil



servants and members of the public. We have just finished that phase. They've also started a blog forum where 400 of our officers participated in.

Well, I can share with you a few things. There are always complaints like the pay is bad. That's quite the usual, but what stood out is that our officers really believe that this job is more than a job. This came through very clearly. What we do is purpose-driven. Some call it a calling but I won't because of the religious overtone. But it is certainly more than any ordinary job.

The other thing that stood out was that they all felt that what we are doing is real work, that what we do has direct impact on individuals. You can't say the same for most other jobs. These are the things that will form the basis of what our brand will be.

When the exercise's impact will be felt on the ground

In 18 months we are going to finish the planning phase. The actions that we take will be after that, hopefully you will see changes in two years.

I'm sure our communication will change. I don't think we are going to change the colours of our car and the rest of it too drastically. If we are going to take a bigger leadership role in the community, certainly our operations will have to change. The way we engage will change.

THE PAST CHAPTERS

How he came to join the Police (1985)

"I had a place at Oxford University but no money to go. My parents were hawkers. I have a younger brother and sister. We lived in a 1-room flat in Tanglin Halt. My only hope was to get a government scholarship.

To get the SAF Scholarship, I had to get into OCS (Officer Cadet School) in the Army. It was tough for me because I was terribly short-sighted. When I was called up for NS, they made me PES C as my eyesight was 800-1000 degrees. I knew my scholarship was finished. So I had to do something. I appealed, went to medical board and ultimately got upgraded to PES A. Eventually, I did well enough in BMT, got selected for OCS, did well again and got the scholarship.

At that time, you cannot apply for the Police Scholarship. It's either the SAF Scholarship or the Overseas Merit Scholarship. Every year, at the interview, they will offer the Police Scholarship to one or two of the SAF scholars. They offered it to me. I never thought of joining the Police. At that time, Ong Kian Ming and Benedict Cheong (the first batch of police scholars) were tasked to show me around. I tagged along for a few police raids and was showed what they were doing at the Traffic Police. It is interesting. Real work. After that, I decided I will join up. So I became a policeman."

Overseas attachments during his undergraduate stint in Oxford University, UK (1985-1988)

"When I was still in university, I was attached to several UK forces during vacation time. I attended Inspector's Course at the Devon and Cornwall Constabulary. I was at most 20, the future inspectors on the course were almost 50 years old. But it was great fun and I learnt a lot. They were very accepting and they bring you out and showed me around.

On another occasion, I was attached to the Merseyside Police. I joined in the policing of the weekly football games. Football hooliganism was a big issue then. Every weekend, fans turned up to fight the Police and not so much to watch the football. They had some terrible riots in England. I got to see for myself how bad it was in some of the more depressed areas.

When I had finished my degree, on the way back to Singapore, I had a 2-week attachment to Los Angeles Police Department in the US. I was out on the streets of LA with the patrol sergeant, riding around in a black-and-white, eating donuts. It was very interesting and exciting for a young guy."

UN Peacekeeping officer in Cambodia (1992-1993)

"Although we brought our guns along, the UN didn't allow us to carry them openly. It made sense because all we had were pistols, while the other fellows had bazookas and AK-47 assault rifles. We really don't want to get into a gunfight with them. We came in neutrality. If we don't agree, we walk away. Many of us lived in constant fear for our safety. I kept a parang under my pillow every night. So I learnt to appreciate the small things in life, like food on the table, clean water, a flushing toilet and especially personal safety."

"The biggest lesson I took away from the time in Cambodia is that we must treasure the peace that we enjoy in Singapore. War is a terrible thing. And the people who suffer the most are invariably women and children. Not to mention the crippling poverty brought by prolonged conflict, which I saw first-hand every day – kids literally going through our trash, eating the rubbish that we throw away."

Commanding Officer of the Special Tactics and Rescue (STAR) Unit (1993-1996)

"I remember walking down the steps of the plane and seeing Lim Soo Gee (then commander of the police Special Operations Command) waiting for me." He said to me, "Joo Hee, you're posted to me and your task now is to start the STAR Unit."

Back then, the Police Tactical Unit was a part-time outfit. If we had to arrest a gunman, the OC (Officer-in-charge) would go and round up a few guys from the ang chia (red trucks, referring to the police riot squad), get them organised and then go out and do the operation. It was damn dangerous. Luckily no one got killed and in those days, there were armed criminals running around.

What prompted the formation of STAR was the hijacking of flight SQ 117. We only had commandos then. The military was deployed. After the incident, it became obvious that there was a need for a police option. The task was given to me to create this option, form up the unit, qualify for it and lead it for a few years. I did my best.

First, we had to find the people and get them trained up. We got in a group of former British SAS (Special Air Service) to start us off. They came in, taught us the basics and trained up our trainers. At the same time, we had to run the selection course. It was damn tough. At that time, I was still living with my mother. Every day, I came back with blisters on my legs and hands. I got her to make a



pail of salt water for me to soak in. I soaked every morning before I went off for selection again. My mum didn't understand and kept asking what I was doing this for.

So we eventually started up and the unit grew. Today, I'm proud that the Star Unit has managed to maintain its standards and remain a world-class special tactics outfit."

His first tasks as Commissioner of Police in 2010

"When I first took over, there were several operations coming up at the time which the force couldn't fail in. One was the opening of the casinos. That was a big thing. We had to make sure that first, no one compromises the casinos. From history we know, when casinos open, the cheats will come and they will hit the casinos big time. Also, we had to manage the large crowds and ensure that the openings were smooth. That was accomplished.

The other big no-fail operation was the Youth Olympics. That was the biggest deployment of police ever – and for a whole month. We had to make sure that the kids didn't get into trouble or got hurt, that the games went on smoothly, and that it was a safe and pleasant experience for all.

In 2010, there was a lot of talk about General Elections (GE). We had to prepare ourselves for GE. Elections are always the most difficult policing operations and we prepared a lot for the GE.

So initially, when I first came, my priority was that we were successful in all these big operations. In 2010, I concentrated on gearing up the force for these three big things."

Keeping Fit despite his busy schedule


"When I became commissioner, I made a promise to myself: this may be a crazy job, but I do not want it to kill me. I do not want this job to give me a heart attack or to shorten my life.

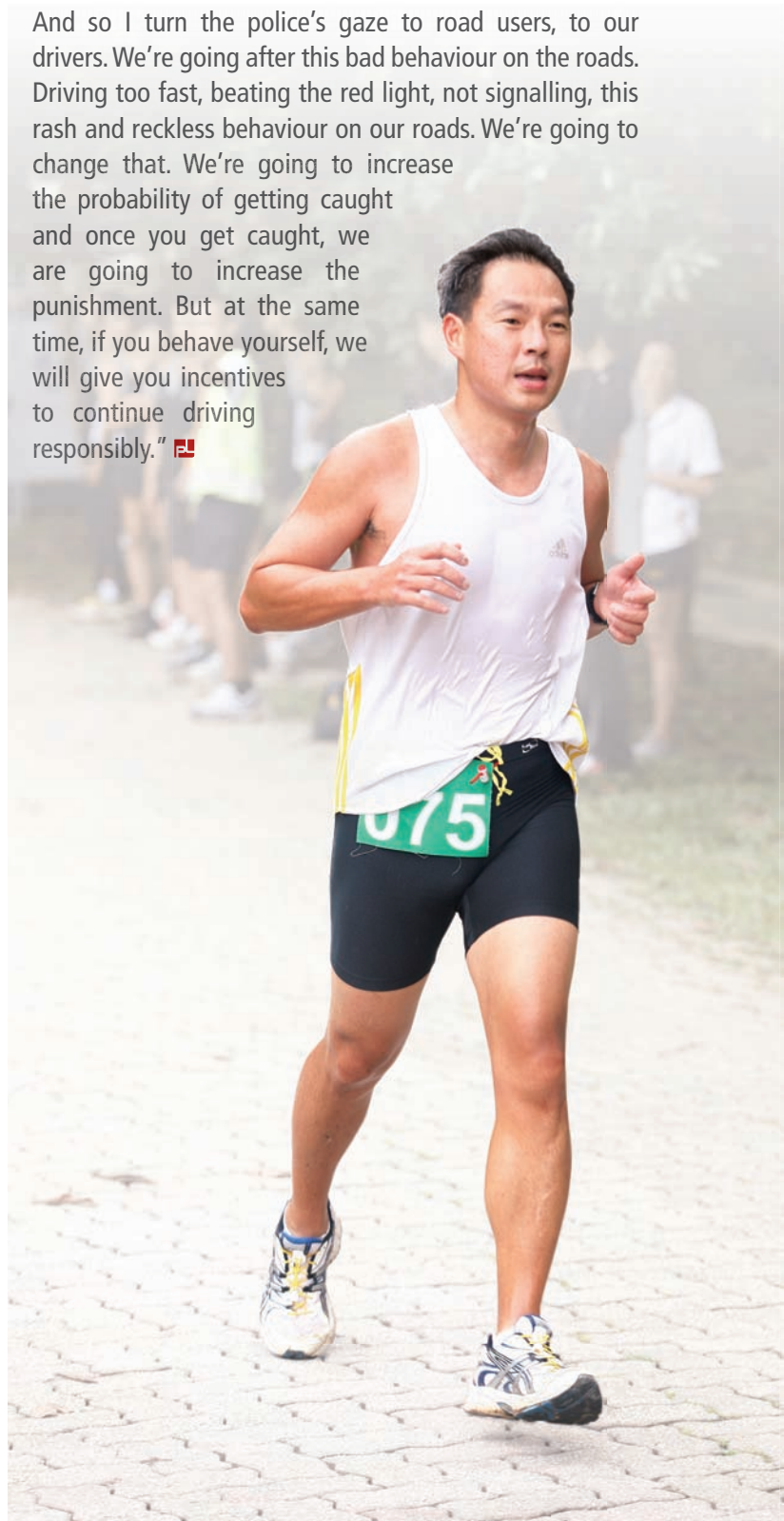
So I said: "OK, life may become a little wild but I will get fitter. I will get healthier and I will lose weight despite the job." I went to the gym religiously. I set a target of running 1,000 km a year. And so my cholesterol level actually dropped after I became commissioner.

At every opportunity I tell my officers, I am going to be 47 soon, but I can run faster than a 27-year-old. How can that be? I was an Ironman triathlete while posted to the prison service. I completed the marathon last year."

His next area of focus

"Every death on our roads is a tragedy. No one needs to die or get hurt going from point A to point B.

And so I turn the police's gaze to road users, to our drivers. We're going after this bad behaviour on the roads. Driving too fast, beating the red light, not signalling, this rash and reckless behaviour on our roads. We're going to change that. We're going to increase the probability of getting caught and once you get caught, we are going to increase the punishment. But at the same time, if you behave yourself, we will give you incentives to continue driving responsibly." 



SECURE A CAREER THAT'S MORE THAN JUST A JOB



Are you a student desiring to join the Singapore Police Force (SPF) or are you a Police National Serviceman who wants to be a regular officer? Perhaps you are already in the Force but want more opportunities to advance your career?

Here are some ways you can attain an extraordinary career in the SPF:

If you are: an A Levels / Diploma / IB Holder

You can apply for: The Singapore Police Force Overseas Scholarship (SPFOS)

What it is: Celebrating its 35th anniversary this year, the SPFOS is one of the most prestigious scholarships awarded by the Public Service Commission (PSC). The four recipients this year have been sent to renowned universities in the United Kingdom and United States of America for their undergraduate studies.

How to apply: Submit your application through www.pscscholarships.gov.sg.

You will require:

- To be a Singapore citizen or a permanent resident with the intention of taking up citizenship
- Outstanding academic results
- Possess strong leadership qualities and Co-Curricular Activities (CCA) achievements
- GCE 'A' levels (with at least 11 academic units), International Baccalaureate (IB), Polytechnic Diploma (with Merit) or equivalent
- Demonstrate a keen interest in a career in the SPF
- Excel in Officer Cadet School (OCS)

Your role model: An avid volunteer for social welfare initiatives, 19-year-old Poh Yu Quan was inspired to join the SPF after his encounter with police officers at a Positive Intentions (a social enterprise that works with youths-at-risk) youth camp, where he was a facilitator.



"The officers were there just to ensure the stability and smooth facilitation of the programme," said Mr Poh, "but they went beyond their call of duty to reach out to the youths." Mr Poh was impressed by the strong rapport that the officers developed with the youths.

Following the footsteps of notable alumni such as the Commissioner of Police, Mr Ng Joo Hee, Mr Poh will be heading overseas to pursue his degree, reading Biomedical Sciences at the Imperial College London.

If you are: An Existing Regular

You can apply for: The Ministry of Home Affairs-Liverpool Degree Sponsorship Programme (MLSP)

What it is: Launched this year, the MLSP is targeted at officers who wish to pursue the customised Bachelor of Arts (Hons) Criminology and Security programme offered by the Singapore Institute of Technology in partnership with the University of Liverpool.

Officers sponsored for the MLSP will receive full pay and full reimbursement of tuition and related fees while pursuing their studies on a full-time basis.

Upon successful completion of their studies, officers will be granted a Senior Officer selection interview and will need to serve out a bond of four years.

This year, a total of 28 outstanding officers were awarded the MLSP by Second Minister for Trade & Industry and Home Affairs Mr S Iswaran on 2 August.

How to apply: Application opened in June this year. Interested applicants are to look out for application details in the Force Orders or check with your unit's manpower officer.

You will require:

- A Diploma or full GCE 'A' Level

Your role model: 24-year-old Staff Sergeant (SSgt) Jonathan Ling is the youngest of all of the MLSP recipients to date. The Ang Mo Kio South Neighbourhood Police Centre officer feels "honoured and privileged to receive this award (as) it clearly demonstrates that the SPF rewards its deserving officers despite their young age."

However, being a policeman was not SSgt Ling's first career choice.

Having graduated with a Diploma in Sonic Arts from the Republic Polytechnic in 2009, it was his "childhood dream" to join the Republic of Singapore Air Force (RSAF) as a pilot. However, despite passing all the required tests, SSgt Ling failed the medical examination. His dreams were dashed and he chose to join the SPF.

The experiences he gained as a frontline Police officer seem to have prompted a change in his ambition. When RSAF decided to reconsider his application a few months later, he chose to stay on with the SPF.

SSgt Ling said, "I realised that a career with the SPF allows me to contribute to the safety and security of Singapore and make a difference in people's lives. I also enjoy the camaraderie that I have built up with my supervisors and teammates who share my vision in making Singapore a safe and secure home for all."

If you are: Currently serving National Service (NS) in the SPF

You can apply for: Local Undergraduate Study Award (LUSA) Sponsorship

What it is: Into its fifth year now, LUSA is a sponsorship for a local degree that is open to serving National Service Inspectors (NSI).

How to apply: A briefing will be conducted prior to the NSIs' Operationally Ready Date (ORD). Interested applicants can contact Mr Benson Tong (benson_tong@spf.gov.sg) or Ms Faith Lim (faith_lim@spf.gov.sg) for more information.

You will require:


- To possess good GCE 'A' Levels or Diploma results and CCA records
- Attain good performance during NS.

Your role model: ASP Abdullah Bin Omar Salleh, Investigation Officer at the Clementi Police Division, was among the first batch of LUSA recipients. He describes his career with the SPF being "a challenging and humbling experience".

"It is always a race against time to outwit and outsmart criminals. Often, my colleagues and I delay having our food and rest until we apprehend the criminals and secure the evidence. Thankfully, I am blessed with knowledgeable and experienced superiors as well as supportive colleagues who have guided me and imparted the essential skills needed of a good investigator."

Having majored in Power Engineering at Nanyang Technological University, ASP Omar is "trained to approach situations in a systematic and analytical manner, which is an applicable skill in police work."

He added, "The time spent in university has taught me to be independent and resourceful when it comes to tackling problems and the importance of time management and good planning to achieve success."

Sharing a word of advice with interested applicants, ASP Omar said: "If you seek a dynamic job that challenges you in many aspects and one that rewards you through your contributions to society by keeping Singapore a safe and secure place to live in, then you should apply for the LUSA." 



KNOW YOUR COMMUNITY POLICING OFFICERS

- Deeper community engagement – key feature of the Community Policing System (COPS) launched since May 2012
- Rollout in phases at Neighbourhood Police Centres (NPCs) to be completed by end-2015
- Officers on foot and bicycle patrols will build rapport with residents and spread crime prevention messages

Hybrid Bicycle

- Police has selected a hybrid bike : a combination of road bikes (popularly known as “Racers”) and mountain bikes (or “Trail” bikes)
- The hybrid bike provides the rider with the best of both worlds as it has the strong frame of a mountain bike and the lighter components of a road bike

Other features:

- More upright frame for better comfort
- Stouter frame that can absorb greater impact from potholes
- Slightly wide tires for better traction and stability
- Lighter rims and components
- Able to go faster than regular mountain bikes



Uniform

The officers are attired in:

1 T-shirt

- Made of dri-fit poly-cotton material
- SPF Crest on the front
- “POLICE” in luminous blue on the back

2 Helmet

- Reflective Police Crest at the front
- Reflective text, “POLICE” at the side

3 Utility Belt

Holds the,

- Taurus Revolver
- T-Baton
- Handcuffs
- MATRA Communication Set

4 Bermuda Shorts

- Made of poly-cotton
- Rip-stop design for durability

5 Cross-Trainers

- Suitable for cycling and foot patrol

Warrant Card

The proof of a Police officer's identity is his warrant card. A genuine warrant card carries identification features such as the Police crest, the photo of the officer, his name and NRIC number. If in doubt of the identity of the person claiming to be a police officer, such as when he is unable to produce his warrant card, members of the public should call '999' for assistance.





DEEPER IN THE COMMUNITY

Community Policing System (COPS) is a nationwide transformation of frontline policing strategies. It aims to improve the way in which the current Neighbourhood Police Centres (NPCs)

work in and with the community. This new policing model will consist of three elements of policing in the community – the Community Policing Unit (CPU), Crime Strike Force (CSF) and the Police Cameras (POLCAM).

Launched in phases, eight NPCs had already adopted the new system since it was first introduced in May 2012. Into the third phase of the transformation, another six NPCs (Jurong West, Ang Mo Kio South,



Bedok North, Jurong East, Nanyang and Rochor) joined the new policing model.

As part of this rollout, Jurong West NPC introduced the system to its


residents and community partners at an event held at the Jurong Spring Community Centre on 13 July 2013.

Deputy Prime Minister and Finance Minister Tharman Shanmugaratnam, who is also a Member of Parliament for Jurong GRC, described COPS as a "very important initiative" for the community.

"There are a few reasons. We have a strong Police force in Singapore; that is something that we can be thankful for and everyone knows that. Crime rate is very low compared to other countries and our system of law and the way our Police force operates has allowed it to stay low," he said.

In conjunction with the launch, a new Community Safety and Security Programme (CSSP) project titled "Citizens-on Patrol (COP) Hotwheels" was also introduced. This new project puts COP members on bicycles and they will conduct patrols in the neighbourhood to spot any suspicious happenings or sightings. With this new project, the members will act as an extra pair of eyes and ears for the police.

One of the many COP members out there today is 72-year-old Madam Lucy, who does not want to let age get in her way of doing her bit for the community.

"For me, age is just a figure. As long as I'm healthy, I'm able to excel. I see no reason why I cannot join this. My main reason is that the passion is there with this group of members," she said. 

The COPS Effect

Dear Supt Alvin Lim Fung Wee,
Assistant Director, Operations
Department,

As a resident of Toa Payoh Lor 1, Block 153A, my family and I are thankful for the installation of 2 surveillance cameras on the ground level of my apartment block.

They are very strategically placed. One of it is looking at the lift lobby and the other looking at the only staircase access to the upper floors. These 2 cameras provided an iron-clad security to our apartment block.

You may not know that prior to this installation, our block has been a gathering point for a group of alcohol drinkers every day and night. They would be rowdy, noisy, having arguments and fights with broken bottles too. Moreover, they would also go up the staircase to pass urine on the 2nd floor very frequently. Occasionally they would pass motions or shit there too. It has been a nightmare to us for years.

After your installation of the 2 surveillance cameras, these problems have been eradicated.

I am most thankful to our government for granting SPF this budget and to your department for your well thought out excellent execution plan.

Regards,
Hendrick Tan

ONLINE POLICE PRESENCE



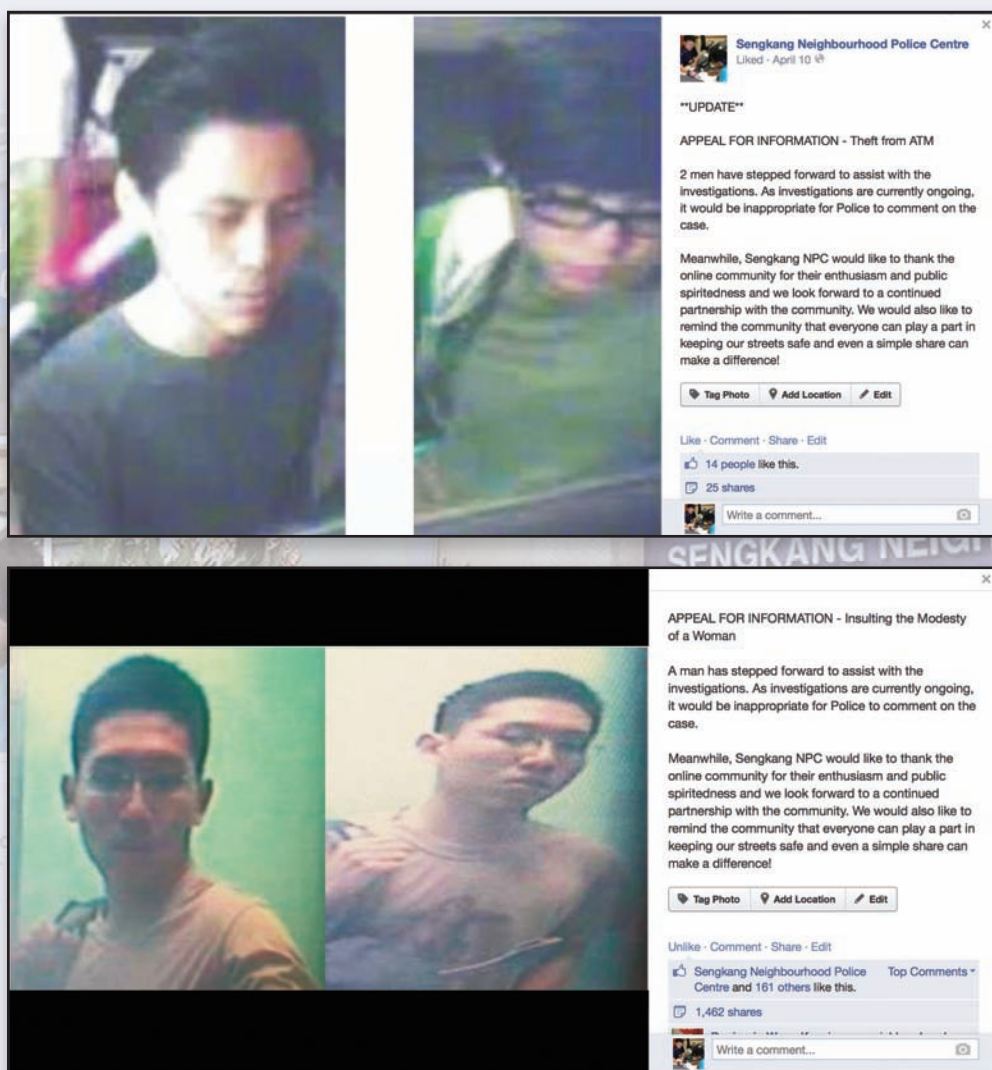
More Neighbourhood Police Centres (NPCs) are turning to the power of social media these days to give them that extra pair of eyes and ears in helping to detect and fight crime.

As many as 21 NPCs, for instance, have already rolled out their Facebook pages that help the Police build even stronger bonds with the community.

It's all part of the Singapore Police Force's (SPF) ongoing efforts to tap on social media as much as possible, given the sheer number of people making use of popular outlets such as Facebook, Twitter and YouTube.

The SPF's increased online outreach has already reaped much fruit of late, with Sengkang NPC among those that have leveraged on their Facebook presence by appealing to the public for information on various cases such as theft and loan shark harassment.

On 5 April 2013, Sengkang NPC posted an Appeal for Information on a case of Insulting the Modesty of a Woman in the Hougang area on its Facebook page. This move paid



“ Through the solved cases, Sengkang NPC has witnessed the positive impact on crime-fighting through the extensive outreach of social media. We will continue to garner community support through this valuable platform to aid us in our mission to prevent, deter and detect crime. ”

*Deputy Superintendent of Police (DSP) Chong Chung Meng,
Commanding Officer Sengkang NPC*

off handsomely as a member of the public provided some information that eventually led to the identity and arrest of the 21-year-old suspect.

Separately, when officers at Sengkang NPC were looking for two 20-year-old men suspected of stealing \$2,000 from an ATM machine, they again took to Facebook. This time, photos of the two suspects were posted online and they were arrested just two days later after a member of the public helped identify them.

Going forward, the SPF will ramp up its online presence significantly. By January 2014, there will be even more NPCs with their own Facebook pages that will be rolled out in tandem with Phase Two of the Community Policing System.

The presence of Police on new media has certainly highlighted the important role the community can play in keeping neighbourhoods safe. 🇸🇬

PLAYGROUND MISCHIEF ARRESTED

Some clever investigation work and the help of video camera footage helped the Police quickly arrest a mischievous teenager who threw a stone at a moving public bus.



The 14-year-old boy was found after a group of officers from the Tampines Neighbourhood Police Centre (NPC) combed the area a day after the incident, which resulted in one injured passenger and a shattered window.

It was on 6 May 2013 – the day of the boy's misdeed – when Police first got wind of what had happened. A case conference involving the Investigation Branch and Tampines Crime Strike Force was conducted immediately. The officers knew they had to work fast as the operations of Singapore's public transport system and the safety of commuters could not be compromised at any time.

After being briefed on the suspects' descriptions, the officers came up with an operations plan that saw them visit schools, shops and youth hangouts in the neighbourhood to try and identify the possible culprits.

A day later, the officers showed some CCTV footages provided by

SBS to some shopowners, schools and passers-by. A breakthrough was made when a store assistant told them that the youths in the video closely resembled a group that frequently gathered at a playground beside Block 261, Tampines Street 22.


When the officers arrived at the playground, they saw about 20 boys there. Six of them who had almost identical appearances to the people in the CCTV footage were taken to the Tampines East Neighbourhood Police Post for further questioning.

The boys initially denied any involvement in the stone-throwing incident, but through strategic separation of the suspects and a patient interviewing process, the boys eventually broke down and admitted to be present at the scene of the crime.

After some deeper probing, it was discovered that a seventh boy, not present with this group at the

questioning, was the one who threw the stone at the bus. The group was walking along Tampines Avenue 7 when the culprit and another boy of the group saw some stones along the road, nearby a construction site. They started picking the stones up and throwing them at each other.

The culprit later threw a stone at a passing single-decker SBS bus, shattering one of its glass panels. The six boys fled the scene immediately while the culprit escaped in a different direction to avoid being seen by witnesses.

With the prompt arrest of the culprit, officers of Tampines NPC certainly understand that quick thinking, and persistence in investigation had rewarded them well. 



READY SERVICE FOR SAFER SHOPPING

During the month of Ramadan this year, a group of Police National Servicemen (PNSmen) was busy ensuring the safety of festive shoppers as they thronged the Geylang Serai Bazaar. Chairman of the Recognition and Benefits for National Service Work Group, Dr Mohamad Maliki Bin Osman, paid a visit to these dedicated PNSmen.

While festive shoppers scoured for bargains at the Bazaar for the entire Ramadan period, these NSmen conducted foot patrols around the area from 4pm until as late as 3am the next morning.

During the visit, Dr Maliki had a first-hand experience of understanding the security operations and interacting with the PNSmen on the ground. He was thankful for their contributions to National Service.

Deputy Superintendent of Police (DSP) (NS) Mulyadi Bin Ahmad has been overseeing security at the annual Geylang Serai Bazaar for the past six years.

Together with some 80 other NSmen, they are in charge of maintaining security operations at the Bazaar, which typically sees as many as 300,000 visitors.


"Business is bustling every night, especially on weekends, so our officers will patrol non-stop, including our quick response vans, but the best way to get ground sentiment on safety issues is still by foot patrols," said DSP (NS) Mulyadi.

The 37-year-old is also a member

of Dr Maliki's Work Group, which explores ways to promote recognition and appreciation of NSmen's contributions.

Also volunteering to take on NS duties at Geylang Serai for the fifth consecutive year is Vigilante Corp (VC) Mohamed Noh.

"Each year, I do my NS duties here at Geylang Serai because I know I can see my friends, my colleagues and serve my community during this festive season," said the 32-year-old.

He added, "A lot of our officers don't just see this as a reservist duty. They really dedicate themselves to this duty and are willing to spend time away from work and family to serve the SPF." 

HOW BALANCING WORK AND FAMILY MAKES A DIFFERENCE



A family that plays together stays together.

That is the philosophy adopted by Ms Cecilia Chew's family.

The assistant director of the Manpower department in the Singapore Police Force (SPF) makes it a point to spend time with her husband and teenage son, no matter how busy she gets at work.

Ms Chew, 44, travels abroad twice a year and participates in weekly church activities with her family.

She said: "If at all, the challenges as a female officer in the workforce is more in terms of how to strike a work-life balance and to be just as effective as a wife or mother."

"Given a demanding portfolio, I do work late and bring work home at times. But I make sure my family sits down

often to home-cooked meals and that I am present for my son for special occasions such as parent-teacher meetings, school briefings and performances," she adds.

And how demanding is Ms Chew's work?

Home Team News had a glimpse into the highlights of her career in the Home Team, which included a stint in the Singapore Prison Service (SPS).

Then, Ms Chew had been part of the team that had helped in the publicity of the 'Captain of Lives' branding in 2001.

She later joined the Policy and Operations Division in the Home Affairs Ministry, where she helped review the Penal Code.

For the past six years, Ms Chew has been with the Manpower Department in SPF, managing a team of about 50 people.

Some scheme changes her team has implemented include the new Home Team Specialist Scheme, where civilian staff get to choose deeper specialisations, such as in psychology, engineering and forensics, and work hand-in-hand with uniformed officers.

Her team also oversaw the introduction of the re-employment framework, where retired officers are re-employed within the Force. This allows the organisation to continue to tap on their expertise, while keeping them gainfully employed.

How does Ms Chew strike a work-life balance, given such a demanding career?

She advised: "I draw a clear demarcation between work and home by being fully present either way — I am fully focused on work while in the office, but I do not log on to the laptop for work during the weekends where it's family time."

If being able to prioritise is key, then Ms Tay Yi Jie of the Commercial Affairs Department (CAD) in SPF adopts a similar approach in balancing work and family.

The 27-year-old said: "I will list down all the tasks that I need to accomplish for both work and non-work matters and prioritise each task at hand."

She also takes time to rest and recharge during the weekends, and enjoys travelling with her family.

As a senior investigation officer in the Securities Fraud Branch under CAD, Ms Tay has been fighting fraud for three years.

One of the first few cases she handled was in the prosecution of three suspects for market rigging offences of a company.

She said: "What strikes me most in the case was that for market rigging cases, the victims of the crime might not be clearly identified, unlike cases involving penal code offences such as cheating or criminal breach of trust."

"This is because manipulating the share price would mislead shareholders as well as potential investors as the rigged share price would not reflect the true value of the shares based on genuine demand and supply. This would hinder investment-making decisions, and threatens the stability and running of an efficient securities market."

Other than being able to achieve a work-life balance, what keeps Ms Tay going is the sense of purpose she derives from her job.

She had previously worked at a private auditing firm for a year before joining the public service.

When asked to explain her mid-career switch, Ms Tay said: "I felt that there was something missing. I needed a job that would give me a sense of purpose."

Ms Chew agreed: "Being in the Home Team means opening up the newspaper each day and be pleasantly reminded of how much impact our officers are making on the ground for issues that matter so much to Singaporeans, be it in solving another crime, in rescuing a person from a blazing building or just simply being there to serve and protect." 🇸🇬





A FORCE FOR THE NATION