



**SINGAPORE
POLICE FORCE**
SAFEGUARDING EVERY DAY

DIRECT-ENTRY SERGEANT

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

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



WATCH: 'HERE'

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



WHO ARE WE LOOKING FOR?

The work of a police officer is not only to fight crime, but also to protect the vulnerable. You need to be tenacious and tough, yet sensitive and empathetic when required. You must be able to think on your feet and remain calm in critical situations.

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

ENTRY REQUIREMENTS

MEDICAL	Medical Screening For male only - PES A or B1
EDUCATION	At least 5 GCE 'O' Level Credits*
VISION	Normal Colour Vision

**This includes Diplomas from Polytechnics, International Baccalaureate (IB), NUS High School, NAFA, LASALLE and ITE Technical Engineering; GCE 'A' Level Certificates; Higher NITEC or NITEC Certificates; and GCE 'O' Level Certificates (at least 5 credits).*

PRE-ENLISTEES

Fulfil your full-time National Service liability by serving 5 years as a regular police officer, and still draw full salary and benefits. Pre-enlistees should apply 3 months before your enlistment date.



YOUR ACTIONS MATTER

As a police officer, you make a difference by upholding the law, protecting life and property, and preventing, deterring and detecting crime.



TRAINING

Your career will begin with a 6-month residential training programme. You will undergo a well-structured curriculum that includes police defence tactics, physical training, lessons in criminal law, and training to equip you to be a Ground Response Force officer.

POSTINGS

Following the training programme, you may be posted to a Neighbourhood Police Centre as a frontline officer to gain valuable operational experience and team leadership skills. You will then be posted to other departments and units, which may include frontline duties, staff work, investigation or intelligence.

Depending on your suitability and available vacancies, you may also be posted to specialist units such as the Police Coast Guard, Security Command and the Traffic Police.

EXPERT TRACK

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

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



CAREER ROADMAP

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

In addition, you can look forward to seamless advancement opportunities up the ranks.

ACCELERATED ADVANCEMENT

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





SPOTLIGHT



STATION INSPECTOR NORLEEN BINTE AHMAD

Ground Response Force (GRF) Officer,
Pasir Ris Neighbourhood Police Centre

SERVICE WITH COMPASSION

Being a police officer has been a childhood dream come true for Station Inspector (SI) Norleen. She takes on her role with pride, believing that a good police officer is one who enacts her duties with both professionalism and compassion.

When she was the Deputy Officer-in-Charge in the Community Policing Unit, she met a woman who was charged in court and referred to the Institute of Mental Health. Wanting to do more to help the woman, she spoke to several social agencies, before finding one that gave the woman the right care. "Having understood the woman's situation, it was only right for me to approach the various social agencies to assist her," said SI Norleen. Deservedly, she has been awarded the Star Service Award for her exemplary performance.

SERGEANT 'K'

Sniper, Special Tactics and Rescue (STAR)

PASSION TO PROTECT

For a sniper, every squeeze of a trigger matters greatly for the people he is trying to protect, and Sergeant (Sgt) 'K' knows that well. He has put in the training for it, learning how to become "invisible" by using cover and concealment. With great patience and focus, he is able to wait stealthily for hours for the order to hit his target. He does so with pinpoint accuracy even from a kilometre away.

The training never stops even after becoming a full-fledged STAR sniper. Sgt 'K' went through additional courses in Australia, relishing the challenge of honing his adaptability with the unfamiliar terrain and weather there. He knows that when duty calls, his actions will go a long way in ensuring the safety and security of Singapore.



WATCH: 'FACES OF SPF'

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



YOUR STORY AWAITS

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



SPF SALARY STRUCTURE

EDUCATIONAL QUALIFICATION	STARTING SALARY RANGE*
<ul style="list-style-type: none"> ➤ Diploma (Polytechnics/IB/NAFA/LASALLE/NUS High School) 	
<ul style="list-style-type: none"> ➤ GCE 'A' Levels 	\$2,100 \$3,097
<ul style="list-style-type: none"> ➤ Higher NITEC ➤ NITEC ➤ GCE 'O' Levels 	

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

INVEST RETIREMENT PACKAGE

As a uniformed officer, you will also be eligible for retirement benefits under the INVEST Scheme. A contribution equivalent to 7.75% of your gross salary will be credited monthly into your retirement account, starting from your first year in service and will cease when you reach 55 years old.

STRATEGIC PAYMENT SCHEME

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

POLICE (INVEST) PAYMENT

In recognition of the challenging nature of police work, you will also receive an annual cash payment, where the quantum of payment ranges from 0.5 months to 1.5 months as you advance up the ranks.

SIGN-ON BONUS

Direct-Entry Sergeants will receive a sign-on bonus of \$10,000* or \$30,000** upon appointment.

*For Higher NITEC, NITEC and GCE 'O' Level holders (at least 5 credits)

**For Diploma holders of Polytechnics, International Baccalaureate (IB), NUS High School, NAFA, LASALLE and ITE Technical Engineering, or GCE 'A' Level holders

BENEFITS

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



SCHOLARSHIP/SPONSORSHIP

FOR STUDENTS	FOR SERVING OFFICERS
<ul style="list-style-type: none"> • The Home Team Diploma Sponsorship • The Home Team ITE Sponsorship 	<ul style="list-style-type: none"> • Postgraduate Study Sponsorship • Full-Time Undergraduate Degree Scholarship/Sponsorship Programmes • Part-Time Degree/Diploma Sponsorship Programmes • MHA Study Award



FREQUENTLY ASKED QUESTIONS

1. What does the shift work schedule look like?

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

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

2. Do I need to study a relevant course?

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

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

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

4. What is the criteria and process to be a PTU and STAR trooper?

Police Tactical Unit (PTU)

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

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

Special Tactics and Rescue Unit (STAR)

- b. On top of the minimum entry requirements to be a police officer, you will need to be able to do at least:
- 9 x chin-ups
 - 60 x sit-ups in 2 minutes
 - 2.4km run in PT Kit < 11 mins 30 sec
 - Swim continuously for at least 50m

**Male applicants must have fulfilled their National Service liabilities.*

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

- a. The job will be physically demanding but physical fitness is not an entry requirement. During your residential training at Home Team Academy, you will undergo physical and other relevant training to ensure you are fit to perform your role.

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

- a. Shortlisted candidates will be notified via email within 8 weeks from the date of application, where you will undergo a 3-stage selection assessment.

The recruitment process for Direct-Entry Sergeant:

Stage 1	Panel Interview	Panel interview consisting of 2 to 3 panelists
Stage 2	Psychometric Test	Computerised psychometric testing (if required)
Stage 3	Medical Examination	Medical examination with our medical partner

**The entire recruitment process will take between 4 to 6 months from the time you submit your application.*



JOIN US

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



<https://go.gov.sg/spf-sergeant>