

The background of the page features large, semi-transparent, stylized letters 'PSC' in a dark grey color. The letters are bold and blocky, with the 'P' and 'S' on the left and the 'C' on the right. The 'C' is particularly large and wraps around the right side of the page.

SINGAPORE
PUBLIC SERVICE
COMMISSION

ANNUAL REPORT 2012

INTEGRITY



IMPARTIALITY



MERITOCRACY



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Image courtesy of Challenge magazine

CHAIRMAN'S REVIEW

Finding and grooming the right people - this has been the fundamental role of the Singapore Public Service Commission (PSC) since its constitution in 1951. For over more than 60 years, the PSC has played a critical role in ensuring that people with the right capabilities and values are brought in to serve as public officers.

That there will be enough such people wanting to join the Public Service is not a foregone conclusion. This is all the more so today, with young Singaporeans having many more opportunities and career options. Thus, the PSC continues to work closely with its partners to engage and attract outstanding students to the Public Service. By engaging with students, teachers and parents, we ensure that talent from diverse backgrounds know about the opportunities available to them through PSC scholarships and Public Service careers.

These efforts have broadened our intake. In the 2012 scholarship cohort, 14 schools were represented. These included junior colleges, polytechnics, Integrated Programme (IP) schools, and international schools. The Public Service will benefit from the richness of perspectives that these scholarship recipients can collectively bring.

Complementing our outreach and engagement efforts are regular reviews of our talent management policies. These reviews ensure that talent from diverse backgrounds continue to be recognised. For example, we extended the President's Scholarship selection to include outstanding Statutory Board scholarship recipients. I am pleased to note that a Monetary Authority of Singapore (MAS) scholar was awarded the President's Scholarship in 2012.

Reaching out to talent from such diverse pathways requires a selection system that is robust and reliable. This allows us to identify candidates with the right combination of qualities and attributes. Given the high academic scores of our top students, a candidate's intrinsic qualities, such as integrity, commitment and empathy, are what will set him or her apart from other applicants. Our close partnerships with the schools help us identify such outstanding students. We also regularly review and enhance our selection methodologies so that the system stays objective and robust.

Once selected, scholarship holders are exposed to a series of developmental opportunities to prepare them to serve the public with empathy and efficiency. These range from projects with public sector agencies to milestone programmes done in partnership with the Civil Service College. In 2012, we refined the Preparatory Course to allow scholarship holders to have more structured interactions with public officers going about their day-to-day work. This enabled scholarship holders to have a better understanding of the purpose and meaning of public service. A new case study segment was also introduced for the scholarship holders to discuss and understand the public's expectations of them.

A strong Public Service also requires officers with the right values. While the majority of public officers conduct themselves honourably, there will be some who fail to do so. I am glad that the number of cases involving misconduct has been and continues to remain low. In handling these cases, the PSC ensures that an officer found guilty of an act of misconduct will be dealt with appropriately without fear or favour, regardless of rank or seniority. We will continue to discharge this role so that the integrity of the Public Service is upheld.

In conclusion, the PSC has evolved and adapted well to meet new needs and challenges. This process of change and improvement will continue to ensure that the Public Service remains a strong and enduring institution.

Eddie Teo
Chairman





PSC

**THE SINGAPORE
PUBLIC SERVICE
COMMISSION (PSC)**

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THE PSC'S ROLE

The functions of the PSC under the Constitution are as follows:

- (a) Appoint;
- (b) Confirm;
- (c) Emplace on the permanent or pensionable establishment;
- (d) Promote;
- (e) Transfer; and
- (f) Dismiss and exercise disciplinary control over public officers*.

**The following categories of officers do not fall under the PSC's purview: Singapore Armed Forces personnel, officers in the Judicial and Legal Services, Police Officers below the rank of Inspector, and daily-rated employees.*

With effect from 1 Jan 1995, the following personnel functions have been devolved to the Personnel Boards in the Ministries:

- (a) Recruitment and appointment to the Civil Service except the Administrative Service and Auditing Service;
- (b) Confirmation and emplacement of officers on the permanent or pensionable establishment;
- (c) Appointment and promotion of officers up to Superscale Grade 8/Grade E1 (except for the Auditing Service); and
- (d) Transfer of service among services other than transfers to the Administrative Service.

Following the devolution, the PSC serves as the final appellate body to consider promotion appeals against decisions of the Appeals Board.

The PSC also retains two key non-constitutional roles:

- (a) Attract and groom talent for the Singapore Public Service through PSC scholarships, as well as coordinate the efforts of scholarship-awarding public sector agencies; and
- (b) Consider the suitability of Statutory Board Chief Executive Officers (CEOs) for promotion to Superscale Grade 7/Grade D and above, and the suitability of officers with job grades Superscale Grade 7/Grade D and above for appointment as Statutory Board CEOs.



CHAIRMAN AND MEMBERS

The Public Service Commission (PSC) is constituted under Part IX of the Constitution of the Republic of Singapore. The Constitution provides for the PSC to have a Chairman, and at least five but not more than 14 other Members. As at 31 December 2012, the PSC comprised the Chairman, two Deputy Chairmen and 10 other Members.



Mr Eddie Teo
(Chairman)



Mr Tan Yam Pin
(Deputy Chairman)



Dr Charles Toh
(Deputy Chairman)



Mr Kwa Chong Seng



Mr David Wong

Mr Michael Lim



Mr Po'ad Mattar



Mr Edward D'Silva



Mr Richard R Magnus



Ms Chua Sock Koong



Professor Lily Kong



Mr Philip Jeyaretnam



Mr Alan Chan





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PSC SCHOLARSHIPS 2012

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PSC SCHOLARSHIPS 2012

ABOUT PSC SCHOLARSHIPS

PSC scholarships have been in place since 1961. PSC scholarship holders are funded to study at good universities locally and overseas, and will serve in the Public Service after completing their studies. In this regard, PSC scholarships provide opportunities for outstanding young men and women to serve Singapore and Singaporeans through a career in the Public Service.

To ensure that PSC scholarship holders are attuned to the opportunities and challenges faced by the Public Service and to prepare them to serve the public, they are placed on developmental programmes from the time they are awarded the scholarship. Their training and development continue after they join the Public Service.



SELECTING PSC SCHOLARSHIP HOLDERS

In selecting candidates for PSC scholarships, the PSC considers a range of information from different sources. These include the candidate's character, commitment to serve the Public Service, school reports, psychologist reports, Co-Curricular Activities, Community Involvement Programme (CIP) records, academic results and other notable achievements. The holistic assessment of the candidates serves to determine if they are a good fit for a PSC scholarship and a Public Service career.

In 2012, the PSC awarded 62 PSC scholarships and five President's Scholarships.



NURTURING TALENT

The PSC emphasises the training and development of scholarship holders from the time they are awarded the scholarship. Milestone programmes such as the Preparatory Course and the PSC Scholars' Mid-Course Programme (PSMP) sensitise scholarship holders to the evolving political and social landscapes in Singapore, create networking opportunities, and inculcate in them the Public Service values and ethos. Further training and development opportunities continue to be available after scholarship holders start working in the Public Service.

Beyond milestone programmes, scholarship holders are also encouraged to source for other developmental activities. In 2012, PSC scholarship holders participated in various exchange and immersion programmes in different countries like the Netherlands, Estonia, Germany and South Korea. We also saw scholarship holders taking up internship opportunities in Silicon Valley, Russia, China and Singapore, and contributing to community service projects in different countries.



• Preparatory Course, 3 - 16 Jul 2012

The Preparatory Course prepares newly-awarded scholarship holders for their role as ambassadors of the Singapore Public Service and their career in the Public Service. The two-week programme helps participants gain insights into the principles and challenges of public policy formulation, and provides opportunities for them to interact with fellow scholarship holders. Participants also learn about their individual leadership styles and examine the conduct expected of Public Service scholarship holders and public officers.

In 2012, 65 participants attended the Preparatory Course. The Preparatory Course culminated in the PSC Scholarships Award Ceremony on 24 Jul 2012. The Guest-of-Honour was Mr Teo Chee Hean (Deputy Prime Minister, Coordinating Minister for National Security, Minister in charge of the Civil Service and Minister for Home Affairs).



• PSC Scholars' Mid-Course Programme, May - Sep 2012

The PSC Scholars Mid-Course Programme (PSMP) is organised for scholarship holders at the end of their second year in university. It comprises three modules - the Developments in Public Policy Seminar (DPPS), a Ministry Attachment and a Community Involvement module. Through interactions with senior public sector leaders, community leaders and Singaporeans from different backgrounds, the programme aims to provide participants with a better understanding of Singapore and the Public Service.

65 scholarship holders participated in the PSMP held from May to Sep 2012.



• National Day Rally Dialogue Session, 29 Aug 2012

The National Day Rally (NDR) Dialogue session is organised annually to engage scholarship holders on key national issues raised in the Prime Minister's NDR Speech.

The 2012 session was led by Mr Tan Chuan-Jin (Acting Minister for Manpower and Senior Minister of State for Ministry of National Development), and attended by 120 scholarship holders.

• Singapore Seminar, 27 Oct 2012

The Singapore Seminar is an annual conference to engage the overseas Singapore Public Service scholar community on key developments in Singapore and the larger issues confronting the Public Service.

The 2012 Singapore Seminar was held in San Francisco. More than 200 scholarship holders from 25 public sector agencies attended the one-day seminar themed “Evaluating Singapore’s International Position”. The speakers were Mr Ashok Mirpuri (Singapore’s Ambassador to the United States), Mr Joseph Liow (Associate Dean and Professor of Comparative and International Studies, S. Rajaratnam School of International Studies), and Mr Keith Tan (Director, Foreign Economic Policy Division, Ministry of Trade and Industry). To enable more scholarship holders to be engaged in the discussion, the 2012 Seminar was also streamed live to an audience of PSC scholarship holders in London.

• Public Sector Projects

PSC scholarship holders are encouraged to identify and spearhead projects of relevance to public sector agencies. These projects provide opportunities for scholarship holders to work closely with public officers on issues of concern to the Public Service. This allows the scholarship holders to better internalise the day-to-day workings of Public Service and the values and ethos of public officers.

In 2012, PSC scholarship holders worked on projects with agencies like MCI, NLB, MHA/SCDF, MTI, MND, MFA, MCCY and MOE.

• Gap Year Programme

The Gap Year programme provides opportunities for scholarship holders on the Management Associates Programme to experience the concerns and challenges faced by organisations outside the government before their deployment to work in Ministries.

In 2012, one PSC scholarship holder participated in a Gap Year Programme with Howe Robinson and SJ Berwin, while another took part in a Gap Year Programme with the Singapore Press Holdings.

ENGAGEMENT EFFORTS

The PSC values ongoing engagement with our partners and stakeholders. This allows us to keep abreast of developments in the education landscapes locally and overseas. It also enables us to educate a broad audience about opportunities and developments in Singapore and the Public Service.

In 2012, engagement with universities around the world remained an integral part of the PSC’s work. Besides hosting several visits by university officers in Singapore, we also visited universities like Harvard University, Stanford University, Massachusetts Institute of Technology (MIT) and Yale University. We also continued to engage schools, parents and students through meetings, information sessions, scholarship fairs and other platforms to inform them about opportunities in the Public Service.





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**PSC
SCHOLARSHIP
HOLDERS 2012**

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PSC SCHOLARSHIPS - GATEWAY TO PUBLIC SERVICE CAREERS

PSC scholarships are awarded to outstanding young men and women with a keen interest to serve in the Public Service. The wide range of PSC scholarships offer three main career paths – Uniformed Service, Public Administration and Professional Service. Upon completing their studies, scholarship holders will return to serve in the Public Service in one of the three career paths.

There were 62 PSC scholarship recipients in 2012. Five were for careers in the Uniformed Service, 46 for Public Administration, and 11 for the Professional Service. The breakdown of scholarships by career path, award scheme and course of study is as follows:

Career Path and Award Scheme	Number of Awards	
Uniformed Service	5	
<i>Singapore Armed Forces Overseas Scholarship</i>		3
<i>Singapore Police Force Overseas Scholarship</i>		2
Public Administration	46	
<i>Overseas/Local-Overseas Merit Scholarship (Open)</i>		22
<i>Singapore Government Scholarship (Open)</i>		24
Professional Service	11	
<i>Overseas Merit Scholarship (Foreign Service)</i>		2
<i>Overseas Merit Scholarship (Legal Service)</i>		5
<i>Overseas/Local-Overseas Merit Scholarship (Teaching Service)</i>		4
Total	62	

Course of Study	Number of Awards
Humanities & Social Sciences	14
Economics or Philosophy, Politics & Economics	17
Law	14
Science	3
Engineering	4
Finance/ Business Administration/ Accountancy	4
Pending Confirmation	6*
Total	62

*These scholarship holders are pending the results of their applications to the universities/courses of their choice.

PRESIDENT'S SCHOLARSHIP HOLDERS

The President's Scholarship is widely regarded as Singapore's most prestigious undergraduate scholarship. The scholarship is awarded to students who have gone beyond excellence in academic pursuits and co-curricular activities to distinguish themselves. In awarding President's Scholarships, the PSC looks for outstanding young men and women with a strong ethos for Public Service, sound character and a dedication to improve the lives of Singaporeans.

Four recipients of PSC scholarships and one recipient of the Monetary Authority of Singapore (MAS) undergraduate scholarship were awarded the President's Scholarship in 2012.



No.	Name	Secondary School / Pre-university Institution	Course of Study	University
1	Adil Hakeem B Mohamad Rafee	Raffles Institution	Pending Confirmation	Pending Confirmation
2	Huang Jinghao Jarret	Raffles Institution	Law	University of Cambridge
3	Moses Soh Juen Wei, Huei Quan*	Raffles Institution	Economics	University of Pennsylvania
4	Shaun Lim Yung Shen	Anglo-Chinese School (Independent)	Liberal Arts	Harvard University
5	Tee Ren Ling Alicia	Nanyang Girls' High School Hwa Chong Institution	Political Science	Yale University

*Recipient of the Monetary Authority of Singapore (MAS) undergraduate scholarship



PSC SCHOLARSHIP HOLDERS – UNIFORMED SERVICE

The PSC awards the Singapore Armed Forces Overseas Scholarships (SAFOS) and the Singapore Police Force Overseas Scholarships (SPFOS) to outstanding students with the passion to serve in the Uniformed Service. SAFOS holders will be systematically trained, developed and groomed to assume key command and staff appointments in the SAF while SPFOS holders will be groomed to be strategists in upholding law, maintaining order and keeping peace in Singapore.

In 2012, three students were awarded the SAFOS and two students were awarded the SPFOS.





No.	Name	Award Scheme	Secondary School / Pre-university Institution	Course of Study	University
1	Ryan Tan Yi Jie	SAFOS	Raffles Institution	Law	University of Cambridge
2	Scott Ang Yiqiang	SAFOS	Singapore Sports School Anglo-Chinese School (Independent)	Law	University of Cambridge
3	Yeo Bing Lin	SAFOS	Hwa Chong Institution	Chemical Engineering	University of Illinois, Urbana-Champaign
4	Ng Li Ki	SPFOS	Hwa Chong Institution	Philosophy, Politics and Economics	University of Oxford
5	Shaun Lim Yung Shen*	SPFOS	Anglo-Chinese School (Independent)	Liberal Arts	Harvard University



**Also awarded the President's Scholarship*

PSC SCHOLARSHIP HOLDERS – PUBLIC ADMINISTRATION

The PSC awards “Open” scholarships to students to allow them to pursue a variety of careers in the Public Service. Recipients of the “Open” scholarships are not tied to a specific Ministry at the onset, and will have their specific deployments decided after their graduation. They are offered the opportunity to study at good universities locally and overseas, and are eligible for sponsorship for a Master’s programme.

PSC “Open” scholarships include the Overseas Merit Scholarship (Open) or OMS (Open), Local-Overseas Merit Scholarship or L-OMS (Open), Singapore Government Scholarship (Open) or SGS (Open), and the PSC Masters Scholarship. Recipients of the OMS (Open) pursue their undergraduate courses overseas. L-OMS (Open) holders pursue their undergraduate courses at a local university and are given the option to pursue their Master’s programme in a good university in any country. SGS (Open) is at a scholarship tier just a notch below the OMS/L-OMS (Open). SGS (Open) holders pursue their undergraduate courses at good universities locally and overseas. The PSC Masters Scholarship is awarded to outstanding undergraduates in their final year of study or to recent graduates.

In 2012, 22 students were awarded the OMS/L-OMS (Open) and 24 students were awarded the SGS (Open).



No.	Name	Award Scheme	Secondary School / Pre-university Institution	Course of Study	University
1	Adil Hakeem B Mohamad Rafee*	OMS (Open)	Raffles Institution	Pending Confirmation	Pending Confirmation
2	Benjamin Mak Jia Ming	OMS (Open)	Raffles Institution	Law	University of Cambridge
3	Chew Hong En	OMS (Open)	Raffles Institution	Engineering	Stanford University
4	Chng Shuling Clare ^Δ	OMS (Open)	Tanjong Katong Girls' School Temasek Junior College	Philosophy, Politics and Economics	University of Warwick
5	Daniel Mahtani Chander	OMS (Open)	Raffles Institution	Economics	Duke University
6	Ee Feng Hui Dileen	OMS (Open)	Nanyang Girls' High School Hwa Chong Institution	Economics	Cornell University
7	Goh Jia Chen Judy	L-OMS (Open)	Cedar Girls' Secondary School Victoria Junior College	Environmental Studies	National University of Singapore
8	Kirk D'Souza	OMS (Open)	Raffles Institution	Government	London School of Economics and Political Science
9	Leow Zhi Ting	OMS (Open)	Nanyang Girls' High School Hwa Chong Institution	Economics	University College London
10	Li Yihong	OMS (Open)	Raffles Girls' School (Secondary) Raffles Institution	Law	University College London
11	Lim Chern Yang, Darren	OMS (Open)	International School of Beijing Chengdu International School	Economics, Politics & International Relations	Amherst College
12	Sim Jun Yi Andre	OMS (Open)	Victoria School Victoria Junior College	Law	University College London
13	Sonjia Yam Li-Mun	OMS (Open)	River Valley High School	Economics	New York University
14	Tan Khee Yunn Nicolette	OMS (Open)	Nanyang Girls' High School Hwa Chong Institution	Politics or Sociology	University of Pennsylvania
15	Tan Wei Qing	OMS (Open)	Raffles Girls' School (Secondary) Raffles Institution	Philosophy, Politics and Economics	University of Oxford



No.	Name	Award Scheme	Secondary School / Pre-university Institution	Course of Study	University
16	Teh Yi Ying	OMS (Open)	Cedar Girls' Secondary School Victoria Junior College	Environmental Sciences & Policy	Duke University
17	Teoh Ren Jie	OMS (Open)	Raffles Institution	Liberal Arts	Harvard University
18	Winston Chee Xuan He	OMS (Open)	Dunman High School	Economics	London School of Economics and Political Science
19	Wong Zhi Yuan	OMS (Open)	Raffles Institution	Engineering Science	University of Oxford
20	Wu Wai Choong	OMS (Open)	Raffles Institution	Economics	University of Pennsylvania
21	Yip Yuk Lum Jennifer	L-OMS (Open)	Nanyang Girls' High School Hwa Chong Institution	History	National University of Singapore
22	Zhang Yifan	OMS (Open)	Raffles Institution	Philosophy, Politics and Economics	University of Oxford



No.	Name	Award Scheme	Secondary School / Pre-university Institution	Course of Study	University
23	Anthea Tai Beiting	SGS (Open)	Raffles Girls' School (Secondary) Raffles Institution	Sociology	University of California, Los Angeles
24	Benjamin Lim Sheng Hui	SGS (Open)	Hwa Chong Institution	Economics and Politics	Northwestern University
25	Bill Cai Yang	SGS (Open)	Hwa Chong Institution	Economics	University of Chicago
26	Brandon Joel Tan	SGS (Open)	Hong Kong International School International Community School	Economics	University of Chicago
27	Chia Wei Han	SGS (Open)	Raffles Institution	Pending Confirmation	Pending Confirmation
28	Chua Cheng Xun	SGS (Open)	Raffles Institution	Law and Economics	Yale-NUS College
29	Isabell Chew Yan	SGS (Open)	Nan Hua Secondary School Pioneer Junior College	Accountancy	Nanyang Technological University
30	Joey Lim Zuo Yi	SGS (Open)	Raffles Girls' School (Secondary) Raffles Institution	Law	University of Cambridge
31	Khoo Yi Jin	SGS (Open)	River Valley High School	Business & Accountancy	Nanyang Technological University

No.	Name	Award Scheme	Secondary School / Pre-university Institution	Course of Study	University
32	Koh Lee Mei Fanny	SGS (Open)	Xinmin Secondary School Ngee Ann Polytechnic	Liberal Arts	Sarah Lawrence College
33	Lee Wan Ting Amanda	SGS (Open)	Dunman High School	Chemical Engineering	University College London
34	Lim Cher Wei Gabriel	SGS (Open)	Anglican High School Temasek Junior College	Pending Confirmation	Pending Confirmation
35	Lim Jie Hao, Joel	SGS (Open)	Raffles Institution	Philosophy, Politics and Economics	University of Oxford
36	Ling Han	SGS (Open)	Nanyang Girls' High School Hwa Chong Institution	International Relations	Peking University
37	Maryam Hasanah Bte Rozlan	SGS (Open)	Raffles Girls' School (Secondary) Raffles Institution	Law	London School of Economics and Political Science
38	Ng Xiang Long ^A	SGS (Open)	Dunman High School Victoria Junior College	Business Administration and Public Policy	National University of Singapore
39	Raghunathan Adithya	SGS (Open)	Raffles Institution	Engineering	Duke University
40	See Ying Xiu Alison	SGS (Open)	CHIJ St Nicholas Girls' School Raffles Institution	Law	London School of Economics and Political Science
41	Soh Zhi Liang	SGS (Open)	River Valley High School	Pending Confirmation	Pending Confirmation
42	Song Lingxuan	SGS (Open)	Nanyang Girls' High School Hwa Chong Institution	Finance	Peking University
43	Tan Ren Hao	SGS (Open)	Raffles Institution	Economics	Duke University
44	Teoh Zhi Sheng	SGS (Open)	Orchid Park Secondary School Nanyang Junior College	Pending Confirmation	Pending Confirmation
45	Wangliao Yanan	SGS (Open)	Raffles Institution	Pending Confirmation	Pending Confirmation
46	Woo Wan Fong	SGS (Open)	Tanjong Katong Secondary School Ngee Ann Polytechnic	Politics, Psychology and Sociology	University of Cambridge

**Also awarded the President's Scholarship*

^A*Mid-term scholarship holder*

PSC SCHOLARSHIP HOLDERS – PROFESSIONAL SERVICE

The PSC awards “Tied” scholarships to students with a clear interest in a specific scheme of service in the Public Service – Foreign Service, Legal Service or Teaching Service. Students who are keen to serve in other specialised areas in the Public Service may also be considered for the Overseas Merit Scholarship (Specialist) or OMS (Specialist). Recipients of the “Tied” or “Specialist” scholarships will return to serve in the respective agencies linked to their scholarships (e.g. Ministry of Foreign Affairs, Singapore Legal Service or Ministry of Education).

In 2012, there were two recipients of the Overseas Merit Scholarship (Foreign Service) or OMS (Foreign Service), five recipients of the Overseas Merit Scholarship (Legal Service) or OMS (Legal Service), and four recipients of the Overseas/Local-Overseas Merit Scholarship (Teaching) or OMS/L-OMS (Teaching).



No.	Name	Award Scheme	Secondary School / Pre-university Institution	Course of Study	University
1	Linus Wong Kang Wai	OMS (Foreign Service)	St Joseph's Institution National Junior College	International Relations	Tufts University
2	Tee Ren Ling Alicia*	OMS (Foreign Service)	Nanyang Girls' High School Hwa Chong Institution	Political Science	Yale University
3	Du Xuan	OMS (Legal Service)	Raffles Girls' School (Secondary) Raffles Institution	Law	University of Oxford
4	Huang Jinghao Jarret*	OMS (Legal Service)	Raffles Institution	Law	University of Cambridge
5	Sarah Siaw Ming Hui	OMS (Legal Service)	Raffles Girls' School (Secondary) Hwa Chong Institution	Law	University of Oxford
6	Seah Ee Wei	OMS (Legal Service)	Nanyang Girls' High School Hwa Chong Institution	Law	University of Oxford
7	Wu Yu Jie	OMS (Legal Service)	American International School of Guangzhou UWC (SEA)	Law	University of Oxford
8	Hu Jingru Christine	OMS (Teaching)	Nanyang Girls' High School Hwa Chong Institution	Economics	University of Pennsylvania
9	Jenny Ganeshrays	L-OMS (Teaching)	Chung Cheng High School (Branch) Ngee Ann Polytechnic	Arts and Social Sciences	National University of Singapore
10	Ng Shin Mun	OMS (Teaching)	Queensway Secondary School Victoria Junior College	History	King's College, London
11	Stephanie Wong Soon Yen	L-OMS (Teaching)	Anderson Secondary School National Junior College	Arts and Social Sciences	National University of Singapore

*Also awarded the President's Scholarship



PSG

**APPOINTMENTS,
PROMOTIONS,
APPEALS AND
DISCIPLINARY CASES**

INTEGRITY • IMPARTIALITY • MERITOCRACY

APPOINTMENTS, PROMOTIONS, APPEALS AND DISCIPLINARY CASES

APPOINTMENTS AND PROMOTIONS

The PSC is responsible for appointing/promoting candidates to the Administrative Service. It is also responsible for appointing/promoting officers to Superscale Grade 9 and above in the Auditing Service, and to Superscale Grade 7/Grade D and above in the rest of the Civil Service.

In 2012, the PSC interviewed 25 candidates and found them suitable for the Administrative Service. The PSC also considered 23 officers for promotion to Superscale Grade 7/Grade D and above, including those to the Administrative Service. Of these, 22 officers were promoted.

In addition, the PSC appointed one officer to Superscale Grade 9 and above in the Auditing Service, and considered four officers and found three suitable for promotion to Superscale Grade 9 and above in the Auditing Service.

APPOINTMENT AND PROMOTION OF CHIEF EXECUTIVE OFFICERS OF STATUTORY BOARDS

The PSC considers the suitability of candidates for appointment as Chief Executive Officers of Statutory Boards, where the jobs are at an equivalent grade to senior management ranks in the Civil Service (i.e. Superscale Grade 7/Grade D and above). The PSC also considers the suitability of the Chief Executive Officers for promotion to Superscale Grade 7/Grade D and above.

In 2012, the PSC endorsed 11 officers recommended by the Special Personnel Board for appointment as Chief Executive Officers, and one Chief Executive Officer recommended by the Special Personnel Board for promotion to Superscale Grade 7/Grade D and above.



APPEALS

During the year, the PSC saw one further appeal for promotion under the Public Service (Personnel Boards and Appeals Board) Regulations. The appeal was turned down by the PSC after careful consideration.

DISCIPLINE

The PSC is vested with the disciplinary control of civil servants under Article 110(1) of the Constitution of the Republic of Singapore. Civil servants who are found guilty of an act of misconduct are dealt with under one of the three disciplinary procedures listed below:

- a. The Public Service (Disciplinary Proceedings) Regulations (“the Regulations”), which deal with alleged acts of serious misconduct by all civil servants, as well as alleged acts of minor misconduct by senior Division 1 officers.
- b. The Public Service Commission (Delegation of Disciplinary Functions) Directions, where the PSC has delegated to the Permanent Secretaries the discipline of officers for minor offences; and
- c. The Director Public Service Commission (Prison Officers) (Disciplinary Proceedings – Delegation of Functions) Directions, where the PSC has delegated to the Director of Prisons the discipline of junior Prisons Officers for minor offences.

Cases under the latter two categories are collectively known as being under “the Directions”. The disciplinary process ensures that officers are treated fairly, regardless of rank or seniority.

In 2012, 71 new disciplinary cases were reported to the PSC. Together with the 46 cases that were brought forward from the previous years, the PSC processed a total of 117 cases in the year. Of these cases, 71 were completed, including 23 cases which were completed under the Regulations and 38 cases which were completed under the Directions. The remaining 10 cases were closed before disciplinary action was formally instituted against the officers.

The three main types of misconduct for cases completed in 2012 under the Regulations were Immoral Behaviour, Indebtedness and Theft/Robbery. Division 1 officers comprised close to half of the officers whose cases were completed under the Regulations in 2012. Almost one in every two officers disciplined under the Regulations was dismissed from the service at the conclusion of disciplinary proceedings.

Details of the 23 cases completed under the Regulations in 2012 are as follows:

Misconduct	Div 1	Div 2	Div 3	Div 4	Total
Dishonesty / Embezzlement / Criminal Breach of Trust	1	-	1	-	2
Immoral Behaviour	4	1	-	-	5
Theft / Robbery	1	2	-	1	4
Indebtedness	-	2	3	-	5
Insubordination / Non-Compliance of Orders / Disobedience of Orders	2	-	-	-	2
Negligence / Inefficiency / Unpunctuality	3	-	-	-	3
Others	-	-	1	1	2
Total	11	5	5	2	23

Misconduct	Dismissal	Retired in the Public Interest	Reduction in Rank	Pecuniary Penalties	Reprimand	Allowed to Resign	Total
Dishonesty / Embezzlement / Criminal Breach of Trust	1	-	1	-	-	-	2
Immoral Behaviour	5	-	-	-	-	-	5
Theft / Robbery	3	-	-	-	1	-	4
Indebtedness	2	1	1	1	-	-	5
Insubordination / Non-Compliance of Orders / Disobedience of Orders	-	-	-	1	-	1	2
Negligence / Inefficiency / Unpunctuality	-	-	-	2	-	1	3
Others	-	-	1	-	-	1	2
Total	11	1	3	4	1	3	23



PPSC

OFFICIAL VISITS 2012

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OFFICIAL VISITS 2012

The PSC made a courtesy call on the Brunei Public Service Commission on 15 Mar 2012.

The PSC hosted the Chairman of the Western Australia Standing Committee on Public Administration and two delegates on 24 Aug 2012.





PSC

PSC SECRETARIAT

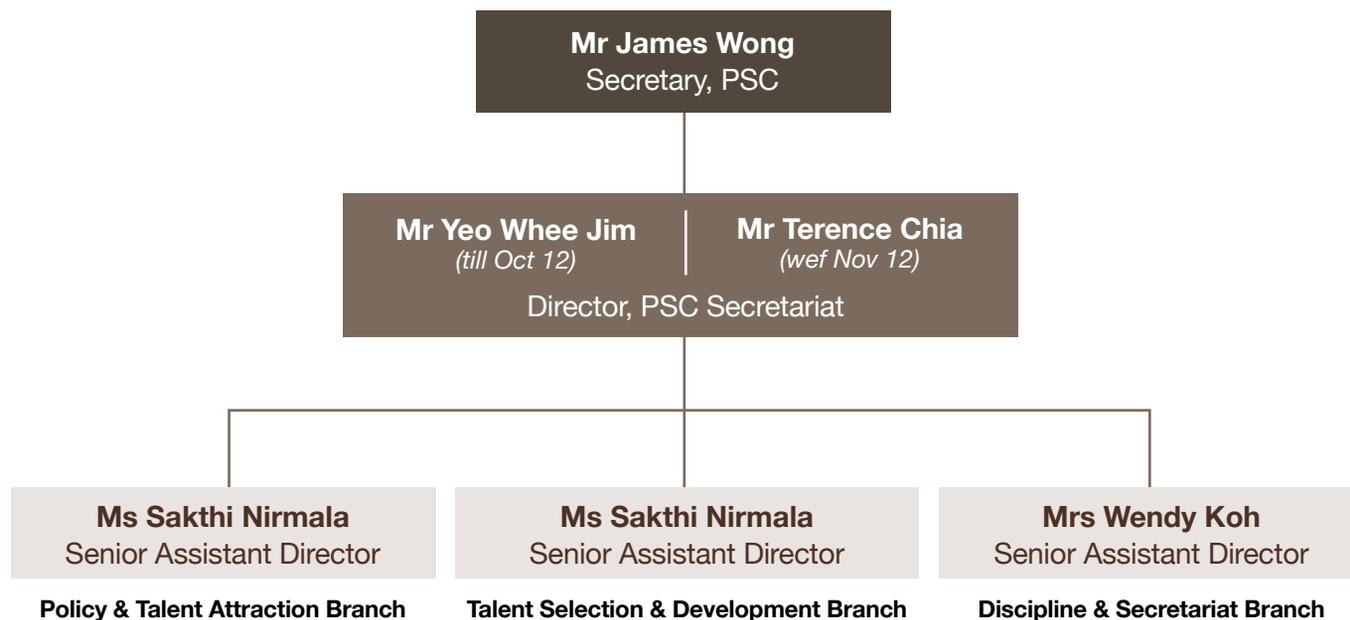
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PSC SECRETARIAT

The PSC Secretariat is a department in the Public Service Division, Prime Minister's Office. The Secretariat not only provides administrative support to the Commission, but also assists in maintaining discipline within the Civil Service, formulating scholarship policies, branding and marketing PSC scholarships as well as identifying and grooming potential leaders of the Civil Service.

The PSC Secretariat is headed by the Secretary, who is a public officer appointed by the President on the advice of the Commission.

The PSC Secretariat has three branches: Policy & Talent Attraction Branch, Talent Selection & Development Branch and Discipline & Secretariat Branch.



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