

SINGAPORE
PUBLIC SERVICE
COMMISSION



ANNUAL REPORT

2008

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Singapore
Public Service
Commission

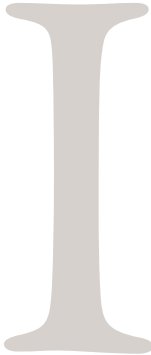


ANNUAL REPORT

2008



Chairman's Review



ntegrity, impartiality and meritocracy are the three fundamental principles in Singapore's public governance. Since its inception in 1951, the Public Service Commission (PSC) has served as the custodian of these values for the Singapore Public Service. They provide the foundation for PSC's mission in appointing and promoting public officers, deciding on disciplinary matters and appeals for promotions, as well as selecting scholars.

However, the PSC recognizes that a forward-looking Public Service needs to adapt to, and even be a few steps ahead of, the changing environment. Over the last 58 years, the PSC has changed in order to ensure that the Singapore Public Service remains the employer of choice and continues to attract its fair share of Singapore's talent.

In 2008, PSC launched the internship programme for Junior College (JC) students. The internship is meant to enthuse top JC students to take up PSC scholarships and work in the civil service. The programme comprises work attachments to government agencies, learning journeys and dialogue sessions with senior civil servants. In all, 59 students and 14 agencies participated in the inaugural programme. Projects ranged from studying casino-related offences to developing training materials for aviation psychologists – a reflection of the scope and complexity of public administration in Singapore.

PSC organised the 2008 Singapore Seminar in Boston. The Seminar sought to reach out to the overseas Singaporean students community and engage them on key developments back home. About 170 participants attended the one-day forum entitled, "Building a Cohesive Singapore: Who Will We Be?"

As part of the public service-wide effort to build up a pool of officers who understand China deeply, the PSC China Scholarship was introduced in 2008. PSC China scholars can look forward to studying at renowned Chinese universities such as Peking, Tsinghua and Fudan. They can also look forward to an internship in China and read a two-year Master's degree in any university outside China. Scholars can look forward to doing China-related work in the civil service after their graduation.

New scholarships and green harvesting programmes have resulted in a record number of more than 2,000 scholarship applications received in 2008. Out of the 384 candidates interviewed over 54 Selection Board meetings, 72 were eventually awarded PSC Scholarships. This is a significant increase from the 57 PSC scholarships awarded the year before.

A total of 70 new disciplinary cases were reported in 2008. With another 23 on-going cases that were brought forward, PSC handled a total of 93 cases in 2008. 55 of these cases were completed in the year.

Dr Andrew Chew, who was appointed a PSC Member on 16 October 1997 and subsequently became Chairman, PSC on 1 August 1998, retired on 31 July 2008 after serving 11 years. Under Dr Chew's leadership, the PSC launched numerous initiatives, including the Management Associates Programme – the main talent source for the Administrative Service – in 2002. He was also instrumental in the selection of PSC scholars and the appointment and promotion of key public sector leaders. For his contributions to the PSC and the Singapore Public Service, Dr Chew was awarded the Distinguished Service Order in 2002 and the Order of Nila Utama (Second Class) in 2008.

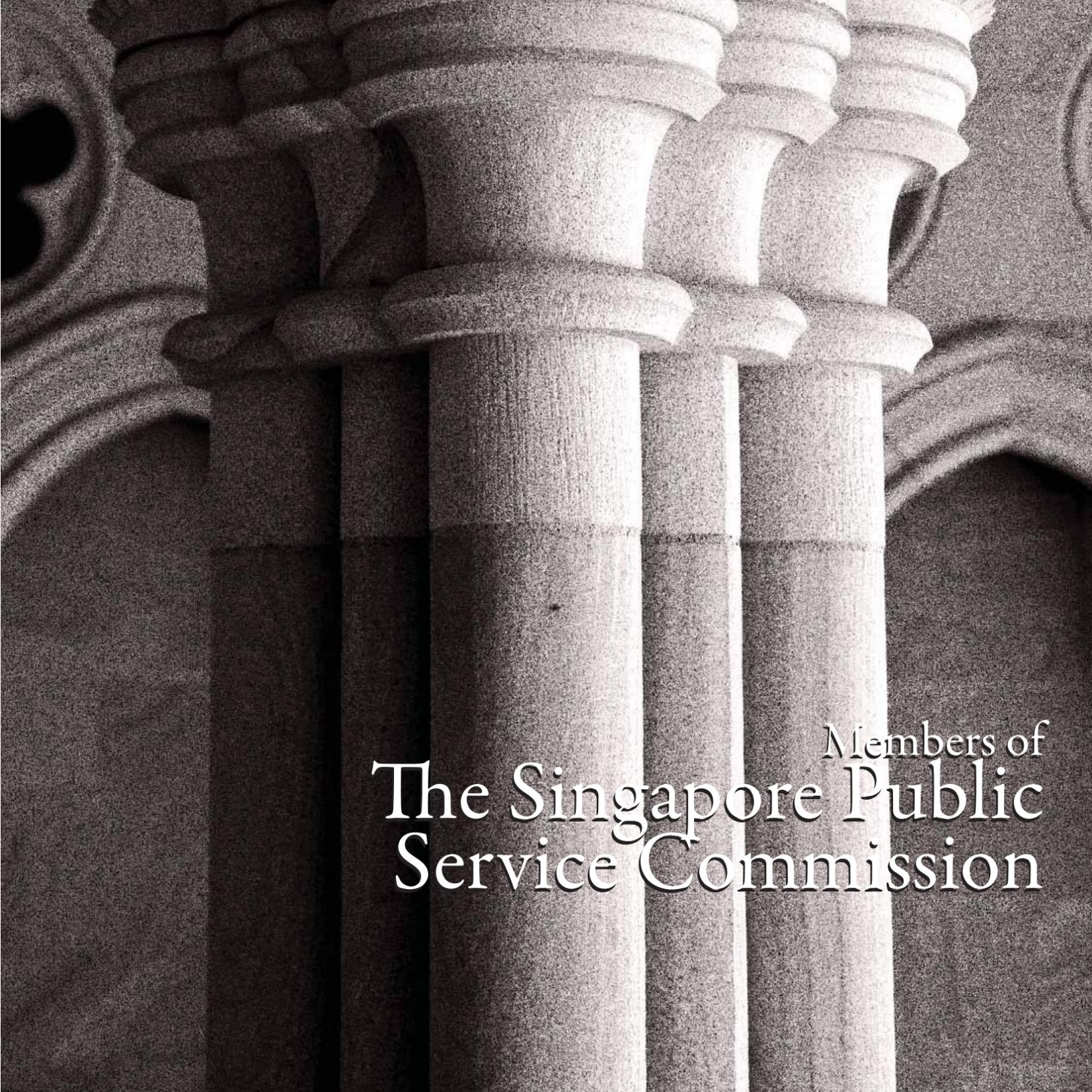
Mr Lim Chin Beng, who was appointed a PSC Member on 3 December 1997, retired on 2 December 2008 after serving 11 years. For his contributions to the PSC and the Singapore Public Service, Mr Lim was awarded the Public Service Star in 2007.

PSC would like to thank Dr Chew and Mr Lim for their invaluable contributions and dedicated service to the PSC.

Three eminent individuals – Mr. Richard Magnus, Ms Chua Sock Koong and Prof. Lily Kong – were appointed by the President as PSC Members on 29 January 2009. They bring with them many years of experience in talent development and a diversity of views, which will enrich the way PSC selects scholars, appoints and promotes public servants, and decides on disciplinary and other matters. The PSC extends a warm welcome to them.

Finally, on behalf of the PSC, I wish to thank representatives from the Ministries of Defence and Home Affairs, the National University of Singapore and the Nanyang Technological University for their contributions at the PSC Scholarships Selection Board. The PSC also wishes to express its appreciation to all who have served on the Disciplinary Committees of Inquiry. In addition, I would like to express my gratitude to the universities, both local and overseas, as well as the public and private sector organisations, for their generous assistance to, and support of, the development of Singapore's young talent under the various scholarship programmes.

Mr Eddie Teo
Chairman



Members of
The Singapore Public
Service Commission

Members of

The Singapore Public Service Commission



Mr Eddie Teo



Dr Andrew Chew
(Retired on 31 July 2008)



Mr Tan Yam Pin



Dr Charles Toh



Mr Kwa Chong Seng



Mr Lim Chin Beng
(Retired on 2 December 2008)



Mr David Wong



Mr Michael Lim Choo San



Mr Po'ad Bin Shaik Abu Bakar Mattar



Mr Edward Alec D'Silva



Mr Richard R Magnus
(Appointed 29 January 2009)

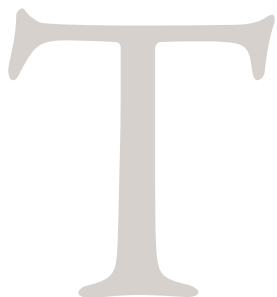


Ms Chua Sock Koong
(Appointed 29 January 2009)



Prof Lily Kong Lee Lee
(Appointed 29 January 2009)

Role of the Public Service Commission



he 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 not less than five and not more than fourteen other Members. As at 31 December 2008, the PSC comprised the Chairman and seven other Members.

The functions of the PSC under the Constitution are to:

- (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.

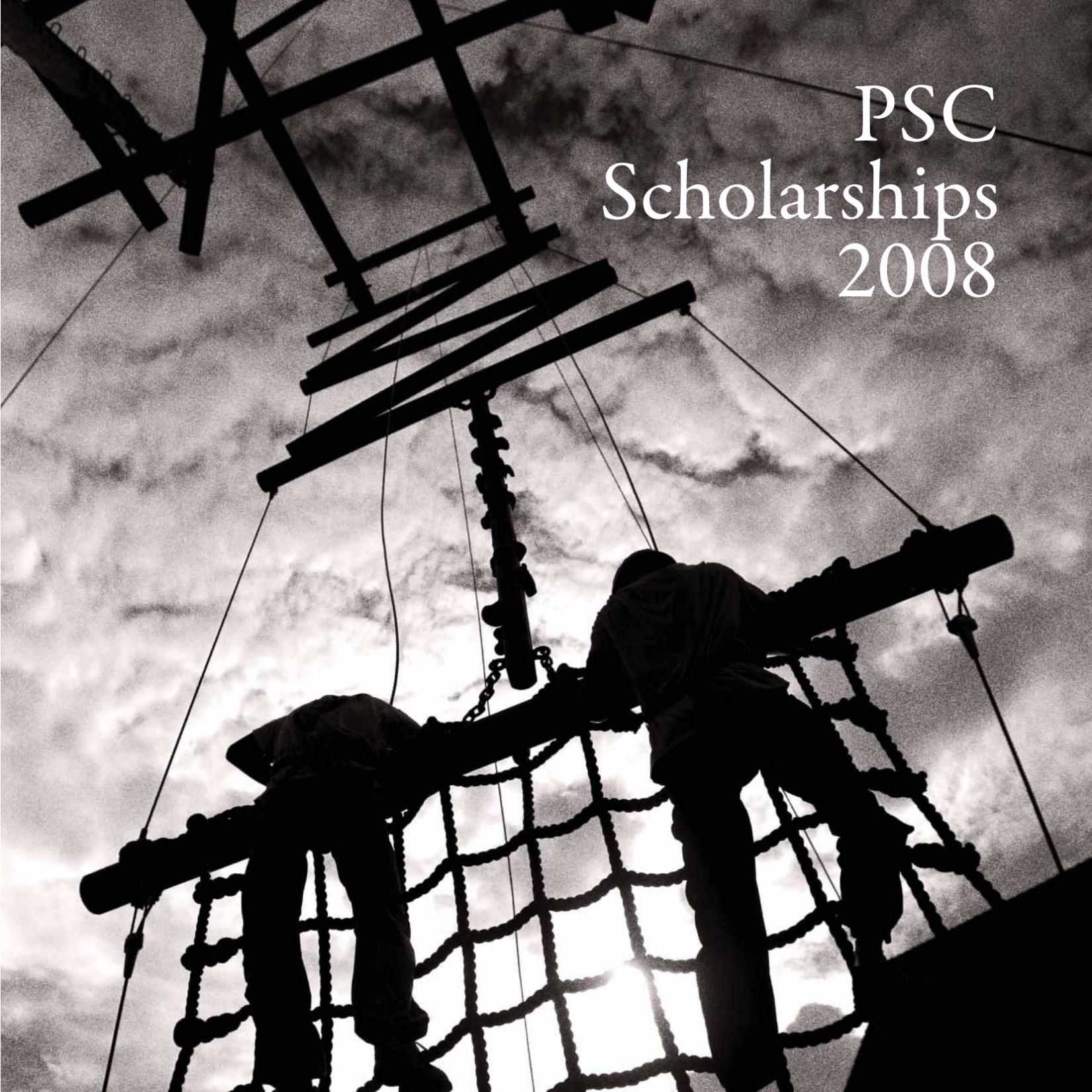
Under the Constitution of the Republic of Singapore (Amendment No. 2) Act 1994, the following personnel functions were devolved to the Personnel Boards in the Ministries with effect from 1 January 1995:

- recruitment/appointment to the Civil Service except that to the Administrative Service and Auditing Service;
- confirmation and emplacement of officers on the permanent or pensionable establishment;
- appointment / promotion of officers up to Superscale Grade E1/Grade 8 except that of officers in the Auditing Service; and
- transfer of service except that 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. The first is to consider the suitability of candidates recommended by the Special Personnel Board for appointment as Chief Executive Officers of statutory boards whose job grades are Superscale Grade D/Grade 7 and above, and the suitability of Chief Executive Officers of statutory boards for promotion to Superscale Grade D/Grade 7 and above.

The second is in the planning and management of undergraduate and other scholarships provided by the Singapore Government. Recipients of Government undergraduate scholarships are required to serve the Government for a number of years upon successful completion of their studies.

A low-angle, black and white photograph of two people climbing a rope ladder on a ship's mast against a cloudy sky. The image is silhouetted, showing the intricate rigging of the ship and the figures of the climbers. The text 'PSC Scholarships 2008' is overlaid in the upper right corner.

PSC
Scholarships
2008

PSC Scholarships 2008

About PSC Scholarships

PSC Scholarships have served as a key source of talent for the Singapore Public Service for close to half a century. The objective of the PSC Scholarships is to enable the Public Service to attract its fair share of talent to meet manpower needs in key areas. Apart from the opportunity to study at top universities locally or abroad, PSC Scholarships provide these outstanding individuals with development programmes to bring out their full potential and hone their leadership skills.



Photograph courtesy of Michael Lee

PSC China Scholarship

As part of the effort to build a pool of civil servants who understand China deeply, the PSC China Scholarship was introduced in 2008. PSC China scholars can look forward to studying at renowned Chinese universities, such as Peking, Tsinghua and Fudan Universities. They can also look forward to an internship in China and the opportunity to read a two-year Master's degree in any part of the world following their undergraduate studies in China. Scholars will be given priority to be deployed to do China-related work in the civil service after their graduation.



Photograph courtesy of Joel Tan

New Initiatives

Internship Programme for Junior College students

PSC introduced an internship programme for Junior College (JC) students in 2008. This programme seeks to enthuse top JC students to take up a PSC scholarship and work in the civil service. The programme comprised attachments to government agencies, learning journeys and dialogue sessions with senior civil servants. In all, 59 students and 14 agencies participated in the inaugural programme.

Nurturing Talent

Developing our Scholars

The training and development of scholars continues to be a top priority for PSC. Development programmes start from the time the scholars are awarded PSC Scholarships. These programmes aim to increase our scholars' understanding of the challenges and constraints facing Singapore and equip them with skills to better serve their fellow Singaporeans when they return from their studies. In addition to the two key milestone programmes, namely, the Pre-Departure Course and the PSC Scholars' Mid-Course Programme, PSC scholars are also given the opportunity to attend many other development programmes, as well as initiate projects that would broaden their exposure. The strong focus on training and development continues after they start work in the civil service.



Pre-Departure Course

30 June to 25 July 2008

48 scholars attended the 2008 Pre-Departure Course (PDC). Through the four-week programme, they gained deeper insights into the underlying ideas behind our public policies and the challenges of policy formulation, learnt more about their leadership styles, had the opportunity to interact with Singaporeans from different walks of life, and picked up fundamental life skills for coping with the demands of moving into a new environment.

The PDC culminated with the PSC Scholarships Award Ceremony held at the Istana on 26 July 2008. The Guest-of-Honour, Minister Teo Chee Hean, Minister for Defence and Minister in charge of the Civil Service, presented scholarship certificates to the new PSC scholars.



“The training and development of scholars continues to be a top priority for PSC”



PSC Scholars' Mid-Course Programme

July to September 2008

The PSC Scholars' Mid-Course Programme (PSMP) is eight to ten weeks long, comprising the Developments in Public Policy Seminar, a Ministry attachment and a community involvement module. This is typically held during the summer break at the end of the second year of undergraduate studies. A total of 46 scholars attended the PSMP in 2008. The PSMP serves as a platform for scholars to deepen their understanding of the Civil Service, viz. its structure, ethos, key thrusts and policies, to help prepare scholars for their career in the civil service. Through interactions with senior public sector leaders and the community, scholars can also better appreciate Singapore's challenges and opportunities.

PSC Scholarships 2008



NDR Dialogue Session

21 August 2008

142 PSC and Ministry scholars attended a dialogue session with RADM Lui Tuck Yew, Senior Minister of State, Ministry of Education and Ministry of Information, Communications and the Arts. The dialogue session served as a useful platform for scholars to discuss issues raised by the Prime Minister in his 2008 National Day Rally Speech.

Singapore Seminar

4 October 2008

Massachusetts, USA

The theme of the seminar was “Building a Cohesive Singapore: Who Will We Be?” The speakers were Mr Eddie Teo, Chairman, Public Service Commission, Ms Penny Low, Member of Parliament, and Mr Ravi Menon, Second Permanent Secretary, Ministry of Trade and Industry. A total of 170 PSC and other public sector scholars participated in this seminar.

Others

PSC scholars are encouraged to participate in programmes that contribute to their total development, including overseas and local Outward Bound Singapore courses, the Dragon 100 Young Chinese Leaders Forum and the Sino-Singapore Undergraduates Exchange with the People's Republic of China.

PSC Secretariat Overseas Visits

PSC Secretariat conducts visits to top overseas universities to call on their admissions offices and to touch base with our scholars. On these visits, we also meet with non-scholar Singaporean students as part of our greenharvesting efforts. In 2008, the PSC Secretariat visited universities in the United Kingdom, the United States, Germany, Japan and Switzerland.

Gap Year Programme

The Gap Year is an opportunity for scholars to experience, first-hand, the concerns and challenges faced by private sector companies and organizations in the voluntary sector. In 2008, one scholar completed a Gap Year stint with Morgan Stanley Asia (Singapore) while five scholars began their Gap Year stints with The Ascott Group, Cellius, The Hina Group, PSA Corporation Ltd and YMCA Singapore.



2008 PSC Scholars

2008 PSC Scholars

72

PSC Scholarships were awarded in 2008, comprising 59 overseas scholarships and 13 local scholarships. The distribution of awards by Scholarship Scheme is as follows:

Scholarships Awarded By Scheme – 2008	
Scholarship Scheme	No. of Awards
Singapore Armed Forces Overseas Scholarship	4
Singapore Police Force Overseas Scholarship	1
Overseas Merit Scholarship	
Open	21
Tied – Teaching Service	6
Tied – Legal Service	3
Tied – Foreign Service	1
Specialist	1
Local-Overseas Merit Scholarship (Open)	3
Local Merit Scholarship (Open) – Medicine	2
Singapore Government Scholarship (Open)	30
Total	72

The main fields of study were Humanities & Social Sciences, Science, Engineering and Economics. The classification of the awards by field of study is given below:

Scholarships Awarded by Field of Study – 2008	
Field of Study	No. of Awards
Humanities and Social Sciences	23
Economics	18
Science	13
Engineering	10
Law	5
Medicine	3
Total	72

The President's Scholarship

As the most prestigious undergraduate scholarship, the President's Scholarship is awarded to students who have, beyond academic excellence and strong leadership in their co-curricular activities, distinguished themselves with a strong ethos for public service, sound character and an unwavering dedication to improving the lives of Singaporeans.

Five students were awarded Singapore's most prestigious undergraduate scholarship award, the President's Scholarship, in 2008.



L-R: Daniel Ong Chin Hao, Lim Shin Bin, Chong Wei-Zhen Amanda, President S R Nathan, Mrs Nathan, Lim Louisa Jean, Chan Tar Wei David

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Chan Tar Wei David	Raffles Institution Raffles Junior College	Yale University, USA Ethics, Politics and Economics
Chong Wei-Zhen Amanda (Miss)	Raffles Girls' School (Secondary) Hwa Chong Institution	Cambridge University, UK Law
Lim Louisa Jean (Miss)	Methodist Girls' School Hwa Chong Institution	University of Warwick, UK Economics, Politics and International Studies
Lim Shin Bin (Miss)	Raffles Girls' School (Secondary) Raffles Junior College	Cambridge University, UK Medicine
Ong Chin Hao Daniel *	Raffles Institution Raffles Junior College	Stanford University, USA Economics

* Also awarded Singapore Police Force Overseas Scholarship

SAF Overseas Scholarship

The prestigious SAF Overseas Scholarship is offered to a few outstanding candidates each year. SAF Overseas scholars are systematically trained, developed and groomed to assume key command and staff appointments in the SAF.

In 2008, four students were awarded the Singapore Armed Forces Overseas Scholarship.



L-R: Ang Xianyi Alex, Minister Teo Chee Hean, Lau Jian Sheng Jason, PM Lee Hsien Loong, Ho Chieh Shiung Wayne, Minister Ng Eng Hen, Chia Kuan Wei Conran



Clockwise from top left - Ang Xianyi Alex, Ho Chieh Shiung Wayne, Chia Kuan Wei Conran and Lau Jian Sheng Jason

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Ang Xianyi Alex	Raffles Institution Raffles Junior College	Cornell University, USA Physics
Chia Kuan Wei Conran	Victoria School Victoria Junior College	University College London, UK Economics
Ho Chieh Shiung Wayne	The Chinese High Hwa Chong Institution	University of Warwick, UK Economics
Lau Jian Sheng Jason	Raffles Institution Raffles Junior College	University of Warwick, UK Sociology

SPF Overseas Scholarship

The SPF Overseas Scholarship is awarded to a select few who will be groomed to be strategists in upholding law, maintaining order and keeping peace in Singapore. Individual capacity for command and leadership will also be developed.

In 2008, one student was awarded the Singapore Police Force Overseas Scholarship.



L-R: Minister Shanmugam, Daniel Ong Chin Hao



L-R: CP Khoo Boon Hui, Daniel Ong Chin Hao, Minister Shanmugam, Mr Eddie Teo, DCP Goh Liang Kwang

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Ong Chin Hao Daniel *	Raffles Institution Raffles Junior College	Stanford University, USA Economics

* Also awarded the President's Scholarship

Overseas Merit Scholarship

Overseas Merit scholars are offered the opportunity to study at reputable overseas universities, and sponsorship for a Masters programme.

The three awards under this scheme are the Open, Tied and Specialist awards. Scholars offered the Open award have the flexibility to decide the Ministry to join after graduation. Tied scholars will return to serve with the education, foreign or legal services upon graduation, while Specialist scholars will pursue a professional career in their specialised fields of study.

32 students were awarded the Overseas Merit Scholarship in 2008. Of these, three were tied to the Legal Service, one to the Foreign Service, six to the Teaching Service and one to the Specialist Scheme.



The Overseas Merit Scholars were:

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Ang Kok Wah Stanley	Commonwealth Secondary National Junior College	Cambridge University, UK Economics
Asif Iqbal	Raffles Institution Raffles Junior College	University to be confirmed ** Economics
Bernice Ang Siew Ching (Miss)	Raffles Girls' School (Secondary) Hwa Chong Institution	Oxford University, UK History
Chan Tar Wei David *	Raffles Institution Raffles Junior College	Yale University, USA Ethics, Politics and Economics
Cherie Chua Xue Li (Miss)	CHIJ St Nicholas Girls' School Raffles Junior College	Imperial College London, UK Biomedical Science
Chiew Chieng Hwee Joanne (Miss)	Nanyang Girls' High School Hwa Chong Institution	University of California, Berkeley, USA Economics
Chong Wei-Zhen Amanda (Miss) *	Raffles Girls' School (Secondary) Hwa Chong Institution	Cambridge University, UK Law
Chung Ming See (Miss)	Raffles Girls' School (Secondary) Raffles Junior College	University of York, UK English Literature
Foong Wai Lumn (Miss)	Dunman High School Hwa Chong Institution	University of Pennsylvania, USA Finance
Ivan Tan Yan Wei	The Chinese High Hwa Chong Institution	Cambridge University, UK Natural Sciences
James Miao	Raffles Institution Raffles Junior College	Durham University, UK Physics

Overseas Merit Scholars (cont'd)

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Lee Matthew Mun Hong	Anglo-Chinese School (Independent)	University of Pennsylvania, USA Economics
Lim Louisa Jean (Miss) *	Methodist Girls' School Hwa Chong Institution	University of Warwick, UK Economics, Politics and International Studies
Lim Shanci, Gayle (Miss)	Raffles Girls' School (Secondary) Raffles Junior College	Claremont McKenna College, USA Economics
Lim Shin Bin (Miss) *	Raffles Girls' School (Secondary) Raffles Junior College	Cambridge University, UK Medicine
Lim Xuan Ping	The Chinese High Hwa Chong Institution	Peking University, People's Republic of China Economics
Liu Qian (Miss)	Nanyang Girls' High School Hwa Chong Institution	Imperial College London, UK Biotechnology
Loh Hui-Min (Miss)	Singapore Chinese Girls' School Haw Chong Institution	University College London, UK Law
Loke Gar Goei	Raffles Institution Raffles Junior College	Cambridge University, UK Mathematics
Ng Jing Song	Raffles Institution Raffles Junior College	University College London, UK Philosophy, Politics and Economics
Phua Su-Yun Allison (Miss)	Dunman High School Hwa Chong Institution	Oxford University, UK Law
Quek Yibing (Miss)	Nanyang Girls' High School Hwa Chong Institution	Cambridge University, UK Natural Sciences

Overseas Merit Scholars (cont'd)

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Soni Mayank	Raffles Institution Raffles Junior College	Oxford University, UK Economics and Management
Soon Li Wen Sarah (Miss)	Raffles Girls' School (Secondary) Hwa Chong Institution	University of Warwick, UK Political Science and Sociology
Tan Huiying Dorcas (Miss)	Xinmin Secondary School Victoria Junior College	Oxford University, UK Chemistry
Tan Ian Wern	Raffles Institution Raffles Junior College	Oxford University, UK Philosophy, Politics and Economics
Tan Juan Boon	The Chinese High Hwa Chong Institution	Imperial College London, UK Chemical Engineering
Timothy Thang Eng Siang	Anglo-Chinese School (Independent)	Imperial College London, UK Mechanical Engineering
Wee Yeong Wei	Anglo-Chinese School (Independent)	University to be confirmed ** Linguistics and Management Science
Wen Yu Sheng	Raffles Institution Raffles Junior College	Cambridge University, UK Engineering
Wu Fan, Iris (Miss)	Nanyang Girls' High School Hwa Chong Institution	University of California, Berkeley, USA Mathematics
Zhu Manyun (Miss)	Raffles Girls' School (Secondary) Raffles Junior College	Princeton University, USA Molecular Biology

*Also awarded the President's Scholarship

** Proceeding for studies in 2010

Local- Overseas Merit Scholarship

Local-Overseas Merit scholars pursue their undergraduate course at a local university. Upon graduation, these scholars are eligible for a Masters programme overseas. They may be offered the Open, Tied or Specialist award.

The Local-Overseas Merit Scholars were:

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Amelia Binte Jamil (Miss)	Xinmin Secondary School Temasek Junior College	Singapore Management University Finance and Economics
Chai Chang Yun Cheryl (Miss)	Nanyang Girls' High School Hwa Chong Institution	National University of Singapore Law
Genim Tan Siu Xian (Miss)	Zhenghua Secondary School Anderson Junior College	National University of Singapore Life Sciences

Local Merit Scholarship

The PSC Local Merit Scholarships are for those keen to study medicine, and with a passion for public service.

The Local Merit Scholars were:

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Lim Ziying, Vanessa (Miss)	Raffles Girls' School (Secondary) Raffles Junior College	National University of Singapore Medicine
Wee Liang En Ian	Raffles Institution Hwa Chong Institution	National University of Singapore Medicine

Singapore Government Scholarship (Open)

The Singapore Government Scholarship (Open) was introduced to allow greater flexibility for students who wish to keep their career options open. These scholars can indicate their choice of ministries to join after they graduate. They are also eligible for a Masters programme after they complete their undergraduate studies.

30 students were awarded the Singapore Government Scholarship (Open) in 2008. Of these, two were awarded the Mid-Term Scholarships, which are awarded to outstanding local and overseas undergraduates.

The Singapore Government Scholars were:

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Chen Lujie	The Chinese High Hwa Chong Institution	University of Warwick, UK Economics
Chew Xin Ying (Miss)	Dunman High School Victoria Junior College	National University of Singapore Law
Choo Jun Quan	Raffles Institution Victoria Junior College	National University of Singapore Chemical and Biomolecular Engineering
Choy Kay Tai	Anglican High School National Junior College	University to be confirmed * Economics
Chua Xian Bin	Raffles Institution Raffles Junior College	University to be confirmed * Chemical Engineering
Clarence Chio Wen Han	The Chinese High Hwa Chong Institution	University to be confirmed * Engineering
Colin Chan Yip Hang	Anglo-Chinese School (Independent)	Cornell University, USA Social and Political Science
Faiz Bin Mohd Irwan Law	Bukit Panjang Government High School National Junior College	National University of Singapore Communication Studies
Fan Shir Li (Miss)	Nanyang Girls' High School Hwa Chong Institution	Cambridge University, UK Economics
Goh Shouhao	The Chinese High Hwa Chong Institution	University to be confirmed * Psychology

Singapore Government Scholars (cont'd)

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Heng Wen Xiu (Miss)	Dunman High School Victoria Junior College	University College London, UK Psychology
How Bing Hong Leonard	Raffles Institution Raffles Junior College	University to be confirmed * Statistics
Kang Ping Song Marvin	Catholic High School Ngee Ann Polytechnic	National University of Singapore Business Administration and Communication New Media
Kao Zi Chong	The Chinese High Hwa Chong Institution	University to be confirmed * Physics
Kwek Xiu Xiong William	Raffles Institution Raffles Junior College	London School of Economics, UK Economics
Lim Xuan Hong	Raffles Institution Raffles Junior College	Duke University, USA Environmental Science and Political Science
Mansoor S/O Amir	Victoria School Victoria Junior College	University to be confirmed * Law and Economics
Ng Wen-Ting Angie (Miss)	Raffles Girls' School (Secondary) Raffles Junior College	University of California, Berkeley, USA Chemical Engineering
Sim Shao Qi Daniel	Dunman High School Raffles Junior College	University to be confirmed * Engineering and Mathematics
Sim Ting Wei Rannald	Bukit Panjang Government High School Temasek Junior College	Oxford University, UK History and Politics
Tan Liwen Andrew	Anglo-Chinese School (Independent)	University to be confirmed * Engineering
Tan Wei Han Denis	Ngee Ann Secondary Temasek Junior College	National University of Singapore Chemical Engineering and Economics

Singapore Government Scholars (cont'd)

Name of Scholar	Secondary School/Junior College Attended	University and Course of Study
Teng Ya Wen (Miss)	Nanyang Girls' High School Hwa Chong Institution	London School of Economics, UK Government and Economics
Tiffanie Lau Lein Ee (Miss)	Dunman High School Raffles Junior College	University of Warwick, UK Philosophy, Politics and Economics
Voon Sheng Rong Alvin	The Chinese High Hwa Chong Institution	National University of Singapore Life Sciences
Wong Hong Jie	The Chinese High Hwa Chong Institution	University College London, UK Economics
Wong Wen Hao	Raffles Institution Raffles Junior College	University to be confirmed * Economics
Wu Meng Jia (Miss)	River Valley High School Hwa Chong Institution	Waseda University, Japan Liberal Arts
Yeo Xin Wei (Miss)	Raffles Girls' School (Secondary) Raffles Junior College	Oxford University, UK Economics and Management
Yung Ying Kit, Wilson	Dunman High Temasek Polytechnic	National University of Singapore Business Administration

* Proceeding for studies in 2010

PSC Masters Scholarship

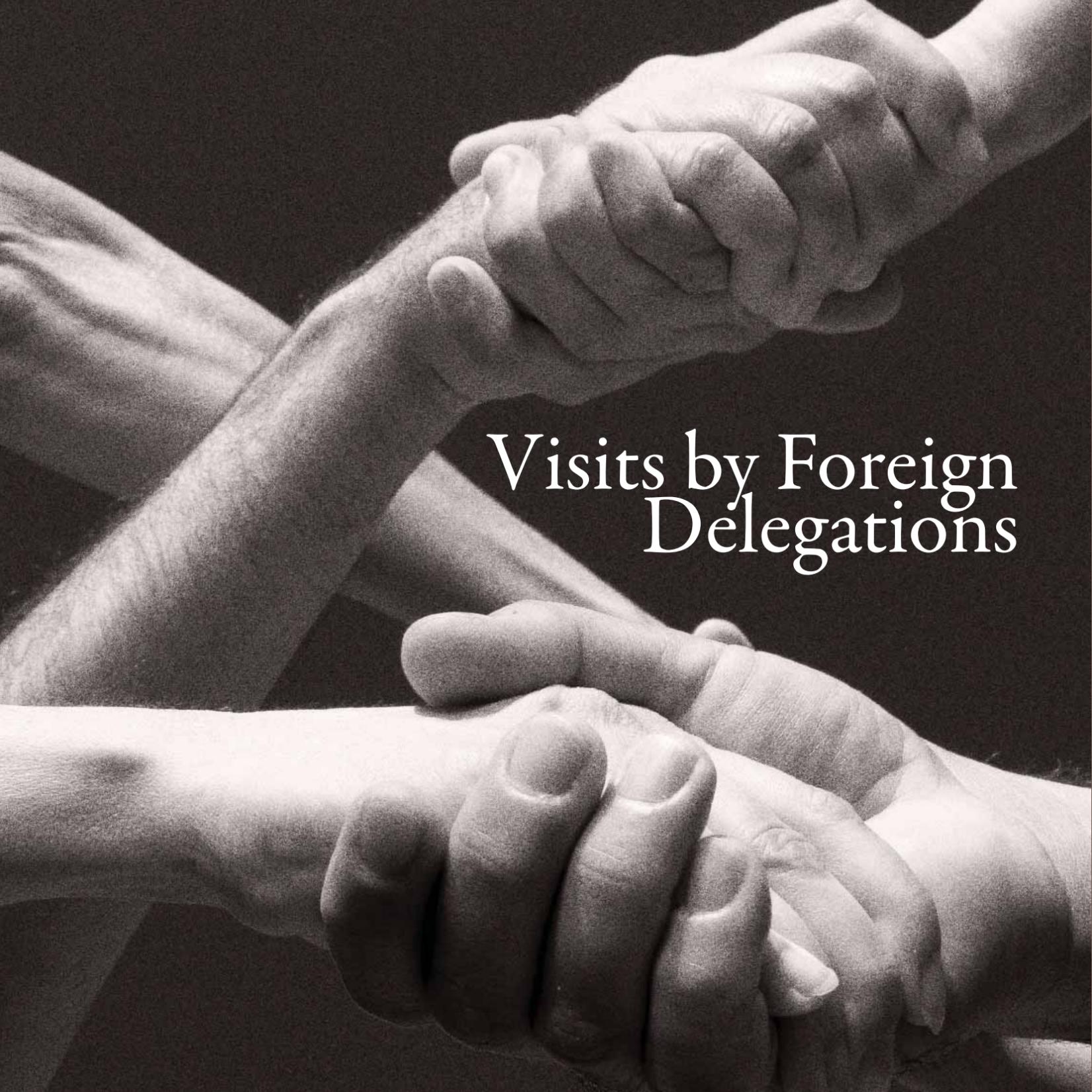
The PSC Masters Scholarship is awarded to outstanding undergraduates in their final year of study and recent graduates. PSC Masters scholars will be placed on the Management Associates Programme, a four-year developmental programme upon completion of studies.

One student was awarded the PSC Masters Scholarship in 2008.

Name of Scholar	Secondary School/Junior College/ University Attended	University and Course of Study
Yeo Zhong Yi	St Gabriel's Secondary School Catholic Junior College Singapore Management University	National University of Singapore Public Policy

2008 PSC Scholars





Visits by Foreign
Delegations

Visits by Foreign Delegations

PSC hosted 10 foreign delegations in 2008 and shared with them the work undertaken at the PSC. The 10 groups were:



17 January 2008

Commissioner, Israel Civil Service Commission and two delegates;

21 January 2008

Cabinet Secretary from the Bhutanese Cabinet Secretariat and three delegates;

29 April 2008

Deputy Head, President Administration of the Republic of Kazakhstan and six delegates;

4 July 2008

13 Australian public sector senior officials under the auspices of the Australian government's Leading Australia's Future in the Asia-Pacific (LAFIA) programme;

20 August 2008

12 Thai senior officials from the Secretariat of the Senate;

3 September 2008

Head of Human Resources Policy Sector, President Administration of the Republic of Kazakhstan and 11 delegates;

17 September 2008

Minister for Public Function, Madagascar and 15 delegates;

24 October 2008

Deputy Secretary, Strategic Policy and Implementation, Australian Department of the Prime Minister and Cabinet and one delegate;

10 December 2008

6 Vietnamese senior officials from the Communist Party of Vietnam (CPV) under the aegis of the Vietnamese Distinguished Visitor's Programme (VDVP); and

30 December 2008

Special Duties Officer, Brunei Public Service Commission.

Appointments,
Promotions,
Appeals
& Discipline



PUBLIC SERVICE

THE PUBLIC SERVICE COMMISSION

Appointments, Promotions, Appeals & Discipline

Appointments and Promotions

The PSC is responsible for appointing candidates to the Administrative Service and the Management Associates Programme, civil servants in Superscale Grade D/Grade 7 and above, as well as Division I officers in the Auditing Service. During the year, PSC interviewed a total of 102 candidates for appointment to the Administrative Service and the Management Associates Programme (MAP). Four candidates were selected for the Administrative Service and another 64 were appointed to the MAP.

In 2008, the PSC considered 23 officers for promotion to Superscale Grade D/ Grade 7 and above. All 23 officers were promoted.

The authority to appoint Division I Auditors up to Grade IA (now known as AS10) was delegated by the PSC to the Auditor-General in person with effect from 1 January 2000. In 2008, PSC promoted two officers into the grade of AS9 and the Auditor-General promoted 16 officers in the Auditing Service under PSC's delegated authority

Appointment/Promotion of Chief Executive Officers of Statutory Boards

The PSC endorses the suitability of candidates recommended by the Special Personnel Board for appointment as Chief Executive Officers of statutory boards whose job grades are Superscale Grade D/Grade 7 and above, and the suitability of Chief Executive Officers of statutory boards for promotion to Superscale Grade D/Grade 7 and above. In 2008, the PSC endorsed 17 officers recommended by the Special Personnel Board for appointment as Chief Executive Officers. The PSC also endorsed one Chief Executive Officer recommended by the Special Personnel Board for promotion to Superscale Grade D/Grade 7 and above.

Appeals

During the year, PSC received two further appeals for promotion appeals to under the Public Service (Personnel Boards and Appeals Board) Regulations. None of the appeals was upheld.

Discipline

In 2008, 70 new disciplinary cases were reported to the PSC. Together with 23 on-going cases that were brought forward from previous years, PSC processed a total of 93 cases in the year. Of these cases, 55 were completed, with 21 handled under the Regulations, and 23 being Directions cases handled by the Permanent Secretaries and the Director of Prisons, under authority delegated by PSC. The remaining 11 cases were closed after investigation as no disciplinary action was deemed necessary under the Regulations or Directions.

The three main types of offences committed were Immoral Behaviour, Dishonesty/Embezzlement/CBT and Indebtedness. Divisions 1 and 3 officers constituted the largest groups of offenders. Most of the completed Regulations cases in 2008 resulted in dismissal.

Details of the 21 cases completed under the Public Service (Disciplinary Proceeding) Regulations are shown in Tables 1 and 2.

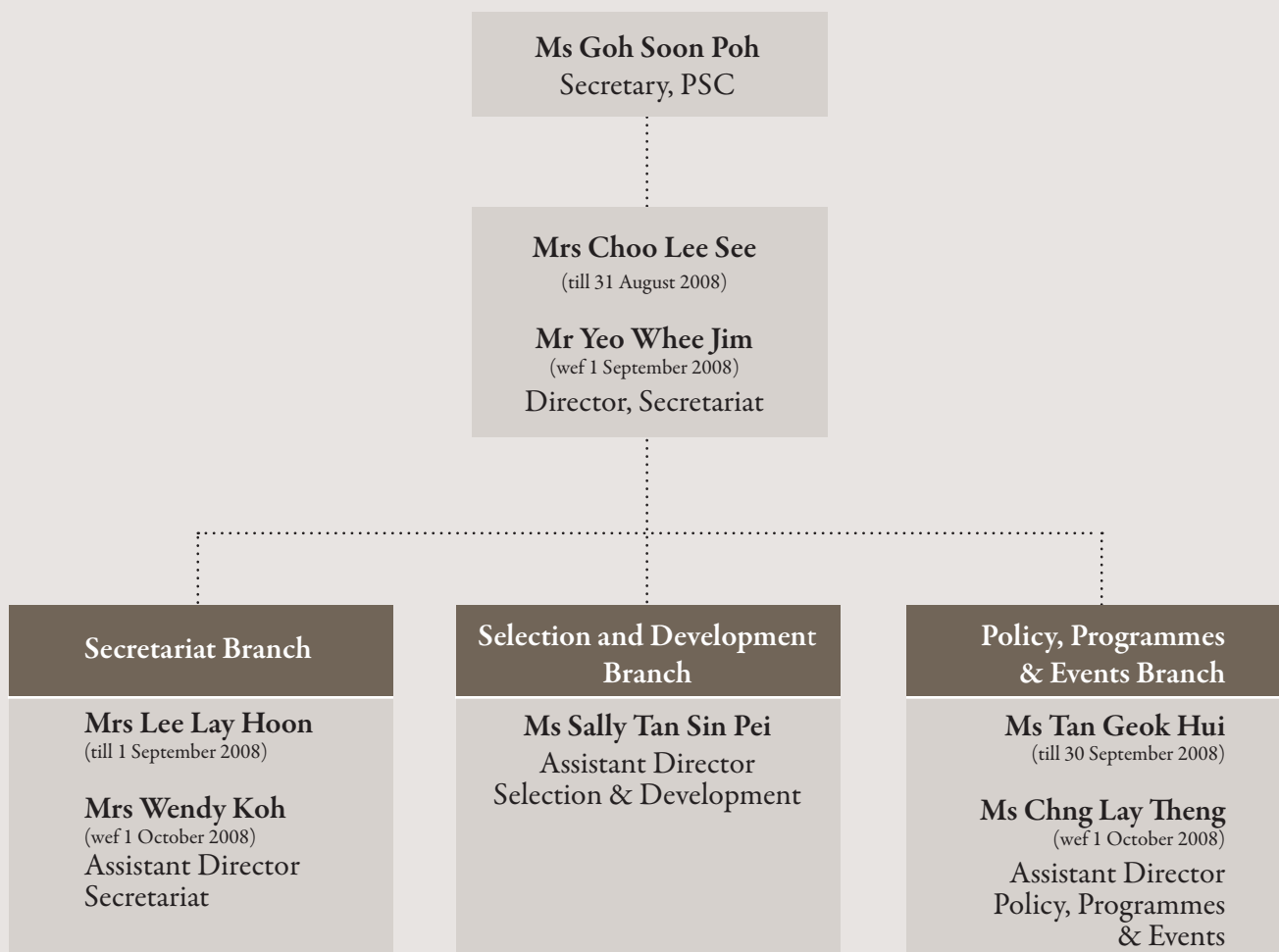
Table 1: Completed Regulations Cases Dealt With In 2008 (Breakdown by Division)

Offence	Div 1	Div 2	Div 3	Div 4	Total
Corruption/Malpractice	-	-	1	-	1
Dishonesty/Embezzlement/CBT	2	-	1	1	4
Immoral Behaviour/Sexual Offences	3	2	1	1	7
Theft/Robbery	-	-	2	-	2
Indebtedness	2	-	1	-	3
Insubordination/Non-compliance of orders	1	-	-	-	1
Drug Offences	-	-	2	-	2
Others	1	-	-	-	1
Total	9	2	8	2	21

Table 2: Completed Regulations Cases In 2008 (Breakdown by Outcome)

Offence	Dismissal	Retired in the public interest	Reduction in rank	Financial penalties	Reprimand	Allowed to resign	Not proceeded against	Total
Corruption/Malpractice	1	-	-	-	-	-	-	1
Dishonesty/Embezzlement/CBT	3	1	-	-	-	-	-	4
Immoral Behaviour/Sexual Offences	6	-	-	-	-	1	-	7
Theft/Robbery	1	-	-	-	-	1	-	2
Indebtedness	2	-	-	1	-	-	-	3
Insubordination/Non-compliance of orders	-	-	-	-	1	-	-	1
Drug Offences	2	-	-	-	-	-	-	2
Others	1	-	-	-	-	-	-	1
Total	16	1	-	1	1	2	-	21

PSC Secretariat Staff



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