



# NEWS RELEASE

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## Enhanced Career Schemes For SAF Warrant Officers and Specialists

16 Jan 1997

Various schemes to enhance the careers of Warrant Officers and Specialists were unveiled by the Minister for the Environment and Second Minister for Defence, Rear-Admiral (NS) Teo Chee Hean, at a seminar in the Ministry of Defence in Gombak Drive today, 16 Jan 97. The schemes under the 'Warrant Officer and Specialist 21 Development Masterplan' will affect all the Warrant Officers and Specialists in the Army, Navy and Air Force.

The masterplan addresses the challenges presented by the declining number of youths and their changing profile by developing a leaner structure and enhancing the job, career prospects and profile of the WO and Specialist Corps. Improvements are expected in six areas:

Enhancing the profile and job nature of the future WO and Specialist Corps.

A leaner WO and Specialist Corps structure.

Providing market-competitive sponsorship schemes.

Providing fair and timely recognition.

Providing unique, challenging and satisfying career.

Providing better career transition.

Implementation will begin with the introduction of three new schemes to enhance the profile and job nature of the WO and Specialist Corps:

Combat-Technical (Cbt-Tech) Scheme.

The Cbt-Tech scheme will be the premier scheme for future combatants. Future and in-service combatants under this scheme will be cross-trained and deployed in both their combat and related technical vocation. This will provide greater job challenge and higher rewards through faster vocational upgrading and increased pay supplements for the combat WO and Specialists and also productivity gains.

## Enhancements to Institute of Technical Education (ITE) and Polytechnic Direct Entry Recruitment Schemes.

The SAF-ITE Sponsorship Scheme (SISS) and the Joint Poly SAF Diploma Scheme (JPSDS) form MINDEF's main direct entry recruitment schemes for the Warrant Officer and Specialist Corps. Under these schemes, MINDEF sponsors the cost of their full-time studies at the ITE and Polytechnic. The terms and conditions of these schemes are now enhanced to make them more market competitive. Both the SISS and JPSDS now include the Engagement Bonus ranging from \$1465 to \$4820 for those who sign on in selected vocations. In addition, SISS graduands will be offered JPSDS upon completion of their ITE studies if they meet the eligibility criteria. The JPSDS is also now extended to combatants where it was previously only open to technicians.

ITE sponsorship and academic upgrading schemes.

With effect from Jul 97, MINDEF will offer in-service WOs and Specialists the opportunity to pursue ITE studies under various sponsorship schemes, such as pursuing full-time studies while receiving full pay. These sponsorship programmes are in line with the national effort to continually upgrade workers' skills and also reflect MINDEF's commitment to preparing its service personnel for second careers through skill and education upgrading.

The biannual 'Warrant Officer and Specialist Seminar', conducted by the Army is held to discuss and disseminate key policies and issues involving the Army's Warrant Officers and Specialists.

Present at this morning's seminar were the Chief of Army, Major-General Han Eng Juan; Deputy Secretary (Administration) and concurrently Director Manpower, Mr Tan Kee Yong; the Director Joint Operations and Planning Department, Brigadier-General Lam Joon Khoi; and senior MINDEF and SAF officials.

### Fact Sheets:

- Factsheet - Warrant Officer and Specialist 21 Development Masterplan (Document No: 19970116002)
- Keynote Address By Rear-Admiral (NS) Teo Chee Hean, Minister For The Environment And Second Minister For Defence, At The Army Warrant Officer And Specialist 21 Seminar (Document No: 19970116003)