

CONSTITUTION OF THE REPUBLIC OF SINGAPORE  
(ARTICLE 110D(1) AND (2))

PUBLIC SERVICE (PERSONNEL BOARDS) ORDER

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
  2. Definitions
  3. Establishment of Personnel Boards
  4. Functions of Personnel Boards  
The Schedule
- 

[1st January 1995]

**Citation**

1. This Order may be cited as the Public Service (Personnel Boards) Order.

**Definitions**

2.—(1) In this Order, unless the context otherwise requires —

“Division I officer” means a holder of —

- (a) an office of emolument in Division I in the public service, whether in a civil or military capacity; or
- (b) an office in any authority established by written law for a public purpose being an office which is equivalent to the office referred to in paragraph (a);

“General Services” means those Services other than the —

- (a) Education Service; and
- (b) Immigration & Checkpoints Specialist Service;

“Judiciary” means the Supreme Court, Family Justice Courts and State Courts;

[S 508/2022 wef 01/07/2022]

“Ministry” includes every Division and department of a Ministry;

“promotion” means the substantive upgrading from one grade to a higher grade within the Scheme of Service of the officer concerned;

“public officer” or “officer” means a public officer in Division II, III or IV but excludes the following:

- (a) a member of the Singapore Armed Forces;
- (b) a member of the personal staff of the President;
- (c) a police officer below the rank of Inspector;

“Service” means any group of officers recruited or appointed under and in accordance with the provisions of any Scheme of Service;

“security agency” means —

- (a) the Corrupt Practices Investigation Bureau;
- (b) the Internal Security Department of the Ministry of Home Affairs; or
- (c) the Security and Intelligence Division of the Ministry of Defence;

“transfer” means a transfer, whether or not involving an increase in salary, of a public officer —

- (a) from one Service to another Service; or
- (b) from a Service or post under the jurisdiction of a Personnel Board to a Service or post under the jurisdiction of another Personnel Board.

(2) For the purposes of this Order, an officer who is employed on secondment in a post in a Ministry or an Organ of State shall not be regarded as an officer holding a post in that Ministry or Organ of State.

### **Establishment of Personnel Boards**

3. There are established, in respect of each of the classes of public officers specified in the second column of the Schedule, Personnel Boards comprising the following persons, all of whom must be appointed by the Permanent Secretary to the Public Service Division:

- (a) a Chairman who must be a Division I officer holding an appointment of Superscale grade in his Scheme of Service;
- (b) not less than 2 and not more than 9 members who must be Division I officers.

*[S 581/2015 wef 01/10/2015]*

### **Functions of Personnel Boards**

4. Each Personnel Board shall have the jurisdiction and power to —

- (a) appoint officers in the class specified in the second column of the Schedule in relation to that Personnel Board;
- (b) confirm and emplace on the permanent or pensionable establishment officers in that class;
- (c) promote officers in that class, including considering and recommending to the appropriate Senior Personnel Board or, in the case of an officer holding a post in the Auditor-General's Office, to the Public Service Commission, an officer in that class for promotion to Division I; and
- (d) transfer officers in that class (but excluding the Deputy Sergeant at Arms), except that the transfer of an officer from a Service or post under the jurisdiction of a Personnel Board to a Service or post under the jurisdiction of another Personnel Board shall be made by the latter Personnel Board.

## THE SCHEDULE

Paragraphs 3 and 4

<i>First column</i>	<i>Second column</i>
<i>Personnel Board</i>	<i>Class of Public Officers</i>

THE SCHEDULE — *continued*

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| 1. Personnel Board,<br>Ministry of Transport.                            | Public officers in any of the General Services holding posts in the Ministry of Transport.  |
| 2. Personnel Board, Ministry of Culture, Community and Youth.            | Public officers in any of the General Services holding posts in the Ministry of Culture, Community and Youth.                               |
| 2A. Personnel Board, Ministry of Communications and Information.         | Public officers in any of the General Services holding posts in the Ministry of Communications and Information.                             |
| 3. Personnel Board A,<br>Ministry of Defence.                            | Public officers in any of the General Services holding posts in the Ministry of Defence (excluding the Security and Intelligence Division). |
| 4. Personnel Board B,<br>Ministry of Defence.                            | Public officers in any Service holding posts in the Security and Intelligence Division of the Ministry of Defence.                          |
| 5. [ <i>Deleted by S 581/2015<br/>wef 01/10/2015</i> ]                   |   |
| 6. Personnel Board,<br>Ministry of Education.                            | Public officers in any of the General Services holding posts in the Ministry of Education and in the Education Service, wherever posted.    |
| 7. [ <i>Deleted by S 1011/2020<br/>wef 27/07/2020</i> ]                  |   |
| 8. Personnel Board,<br>Ministry of Finance.                              | Public officers in any of the General Services other than the Singapore Customs Service holding posts in the Ministry of Finance.           |
| 9. Singapore Customs Service<br>Personnel Board,<br>Ministry of Finance. | Public officers in the Singapore Customs Service holding posts in the Singapore Customs Department.   |
| 10. Personnel Board,<br>Ministry of Foreign Affairs.                     | Public officers in any of the General Services holding posts in the Ministry of Foreign Affairs.  |

THE SCHEDULE — *continued*

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| 11. Personnel Board,<br>Ministry of Health.  | Public officers in any of the General Services holding posts in the Ministry of Health.  |
| 12. Personnel Board B,<br>Ministry of Home Affairs.  | Public officers in any of the General Services holding posts in the Ministry of Home Affairs (excluding the Internal Security Department). |
| 13. Immigration &<br>Checkpoints<br>Authority Service<br>Personnel Board,<br>Ministry of Home Affairs. | Public officers in the Immigration & Checkpoints Specialist Service, wherever posted.  |
| 14. Personnel Board C,<br>Ministry of Home Affairs.  | Public officers in any Service holding posts in the Internal Security Department of the Ministry of Home Affairs.                          |
| 15. Civil Defence Service<br>Personnel Board,<br>Ministry of Home Affairs.                             | Public officers in the Civil Defence Service holding posts in the Singapore Civil Defence Force.   |
| 16. Narcotics Enforcement<br>Service Personnel Board,<br>Ministry of Home Affairs.                     | Public officers in the Narcotics Enforcement Service holding posts in the Central Narcotics Bureau.  |
| 17. Prisons Service Personnel<br>Board,<br>Ministry of Home Affairs.                                   | Public officers in the Prisons Service, wherever posted.   |
| 18. [ <i>Deleted by S 552/2012<br/>wef 01/11/2012</i> ]  |  |
| 19. Personnel Board,<br>Ministry of Manpower.  | Public officers in any of the General Services holding posts in the Ministry of Manpower.  |
| 20. Personnel Board,<br>Ministry of Law.   | Public officers in any of the General Services holding posts in the Ministry of Law.   |
| 21. Personnel Board,<br>Ministry of National<br>Development.   | Public officers in any of the General Services holding posts in the Ministry of National Development.                                      |

THE SCHEDULE — *continued*

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| 21A. Personnel Board, Ministry of Social and Family Development.      | Public officers in any of the General Services holding posts in the Ministry of Social and Family Development.  |
| 21B. Personnel Board, Ministry of Sustainability and the Environment. | Public officers in any of the General Services holding posts in the Ministry of Sustainability and the Environment.   |
| 22. Personnel Board, Ministry of Trade and Industry.                  | Public officers in any of the General Services holding posts in the Ministry of Trade and Industry.   |
| 23. Personnel Board A, Prime Minister's Office.                       | Public officers in any of the General Services holding posts in the Prime Minister's Office (excluding the Corrupt Practices Investigation Bureau), the Cabinet Office, the Istana or Parliament. |
| 24. Personnel Board B, Prime Minister's Office.                       | Public officers in any Service holding posts in the Corrupt Practices Investigation Bureau.   |
| 25. Personnel Board, Auditor-General's Office.                        | Public officers in any of the General Services holding posts in the Auditor-General's Office.   |
| 26. Personnel Board, Judiciary.                                       | Public officers in any of the General Services holding posts in the Judiciary.  |
| 27. [ <i>Deleted by S 508/2022 wef 01/07/2022</i> ]                   |   |
| 28. Personnel Board, Attorney-General's Chambers.                     | Public officers in any of the General Services holding posts in the Attorney-General's Chambers.  |

*[S 508/2022 wef 01/07/2022]**[S 1011/2020 wef 27/07/2020]**[S 725/2005 wef 18/11/2005]**[S 581/2015 wef 01/10/2015]**[S 157/2014 wef 07/03/2014]**[S 552/2012 wef 01/11/2012]**[G.N. Nos. S 468/94; S 245/98; S 541/98; S 584/98; S 597/99; S 415/2000; S 225/2002; S 301/2003]*

LEGISLATIVE HISTORY  
PUBLIC SERVICE (PERSONNEL BOARDS) ORDER  
(CHAPTER CONST, O 3)

This Legislative History is provided for the convenience of users of the Public Service (Personnel Boards) Order. It is not part of this Order.

**1. G. N. No. S 468/1994 — Public Service (Personnel Boards) Order 1994**

Date of commencement : 1 January 1995

**2. 1996 Revised Edition — Public Service (Personnel Boards) Order**

Date of operation : 15 May 1996

**3. G. N. No. S 245/1998 — Public Service (Personnel Boards) (Amendment) Order 1998**

Date of commencement : 1 April 1998

**4. G. N. No. S 541/1998 — Public Service (Personnel Boards) (Amendment No. 2) Order 1998**

Date of commencement : 1 November 1998

**5. G. N. No. S 584/1998 — Public Service (Personnel Boards) (Amendment No. 3) Order 1998**

Date of commencement : 1 January 1999

**6. G. N. No. S 597/1999 — Public Service (Personnel Boards) (Amendment) Order 1999**

Date of commencement : 3 June 1999

**7. 1999 Revised Edition — Public Service (Personnel Boards) Order**

Date of operation : 1 July 1999

**8. G. N. No. S 597/1999 — Public Service (Personnel Boards) (Amendment) Order 1999**

Date of commencement : 1 January 2000

**9. G. N. No. S 415/2000 — Public Service (Personnel Boards) (Amendment) Order 2000**

Date of commencement : 1 October 2000

**10. G. N. No. S 301/2003 — Public Service (Personnel Boards) (Amendment) Order 2003**

Date of commencement : 1 November 2001

**11. G. N. No. S 225/2002 — Public Service (Personnel Boards) (Amendment) Order 2002**

Date of commencement : 23 November 2001

**12. G. N. No. S 225/2002 — Public Service (Personnel Boards) (Amendment) Order 2002**

Date of commencement : 15 February 2002

**13. G. N. No. S 301/2003 — Public Service (Personnel Boards) (Amendment) Order 2003**

Date of commencement : 1 July 2002

**14. G. N. No. S 301/2003 — Public Service (Personnel Boards) (Amendment) Order 2003**

Date of commencement : 1 April 2003

**15. G. N. No. S 725/2005 — Public Service (Personnel Boards) (Amendment) Order 2005**

Date of commencement : 1 September 2004

**16. 2004 Revised Edition — Public Service (Personnel Boards) Order**

Date of operation : 30 September 2004

**17. G. N. No. S 725/2005 — Public Service (Personnel Boards) (Amendment) Order 2005**

Date of commencement : 18 November 2005

**18. G. N. No. S 490/2010 — Public Service (Personnel Boards) (Amendment) Order 2010**

Date of commencement : 1 September 2010

**19. G.N. No. S 426/2011 — Public Service (Personnel Boards) (Amendment) Order 2011**

Date of commencement : 1 July 2011

**20. G.N. No. S 552/2012 — Public Service (Personnel Boards) (Amendment) Order 2012**

Date of commencement : 1 November 2012

**21. G.N. No. S 157/2014 — Public Service (Personnel Boards) (Amendment) Order 2014**

Date of commencement : 7 March 2014



**22. G.N. No. S 581/2015 — Public Service (Personnel Boards) (Amendment) Order 2015**

Date of commencement : 1 October 2015

**23. G.N. No. S 1011/2020 — Public Service (Personnel Boards) (Amendment) Order 2020**

Date of commencement : 27 July 2020

**24. G.N. No. S 508/2022 — Public Service (Personnel Boards) (Amendment) Order 2022**

Date of commencement : 1 July 2022