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No. S 824

CONSTITUTION OF THE REPUBLIC OF SINGAPORE

**PUBLIC SERVICE (SPECIAL AND SENIOR PERSONNEL
BOARDS) ORDER 2010**

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In exercise of the powers conferred by Article 110D(1) and (2) of the Constitution of the Republic of Singapore, the President, on the advice of the Prime Minister, hereby makes the following Order:

Citation and commencement

1. This Order may be cited as the Public Service (Special and Senior Personnel Boards) Order 2010 and shall come into operation on 1st January 2011.

Definitions

2.—(1) In this Order —

“Division I officer” means a public officer in Division I but excludes the following:

- (a) an officer in the Singapore Judicial Service;
- (b) an officer in the Singapore Legal Service;

- (c) an officer in the Singapore Armed Forces;
- (d) a member of the personal staff of the President;
- (e) the Clerk of Parliament;

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“Division II, III or IV 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;

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“General Services” means those Services other than the —

- (a) Accounting Profession Service;
- (b) Administrative Service and the Administrative (Foreign Service Branch) Service;
- (c) Education Service;
- (d) Customs Specialist Service;
- (e) Immigration & Checkpoints Executive Service;
- (f) Immigration & Checkpoints Senior Service (including the Immigration & Checkpoints Specialist Service within Division I);
- (g) Information Service;
- (h) Information (2002) Service;
- (i) Police (Senior) Service;
- (j) Statistician (Trade and Industry) Service;
- (k) Economist Service;

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

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

“officer” means a public officer;

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“Personnel Board” means the Special Personnel Board or a Senior Personnel Board established by this Order;

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

[Deleted by S 110/2023 wef 01/03/2023]

“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;

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

“Staff of Parliament” means any officer in any of the following services and holding a post in Parliament:

- (a) the Parliamentary Service;
- (b) the Sergeant at Arms Service; or
- (c) the Simultaneous Interpreter Service;

“timescale officer” means a Division I officer holding an appointment below Superscale grade in his Scheme of Service;

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“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) in any of the General Services from one post in a Ministry or an Organ of State to a post in another Ministry or Organ of State.

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(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 hereby established Personnel Boards in respect of each of the classes of public officers specified in the second column of the First or Second Schedule, as the case may be.

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Members of Personnel Boards

4. Each Personnel Board shall comprise the members specified in the third column of the First or Second Schedule (as the case may be) in relation thereto, being persons appointed by the President under Article 110D(5) of the Constitution.

[S 110/2023 wef 01/03/2023]

Functions of Personnel Boards in relation to Division I officers

5.—(1) The Special Personnel Board shall have the jurisdiction and power to —

- (a) appoint all officers in any class specified in the second column of the First Schedule in relation to that Board, except the Administrative Service;

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- (b) confirm or emplace on the permanent or pensionable establishment all officers in any such class;

- (c) promote all officers in any such class to a grade not higher than Superscale E1 or grade 8, as the case may be, including considering and recommending to the Public Service Commission an officer in that class for promotion to Superscale D or grade 7, as the case may be, and beyond;

- (d) transfer officers into any such class, except the Administrative Service and any Staff of Parliament;
[S 22/2022 wef 14/01/2022]

- (e) transfer —

- (i) an officer in any such class into any class of officers in the Singapore Judicial Service; or
- (ii) an officer in the Singapore Judicial Service into any such class,

with the prior agreement of the Judicial Service Commission or of any personnel board established under Article 111I of the Constitution with the power to transfer the officer into or from the Singapore Judicial Service; and
[S 22/2022 wef 14/01/2022]

- (f) transfer —

- (i) an officer in any such class into any class of officers in the Singapore Legal Service; or
- (ii) an officer in the Singapore Legal Service into any such class,

with the prior agreement of the Legal Service Commission or of any personnel board established under Article 111Q of the Constitution with the power to transfer the officer into or from the Singapore Legal Service.
[S 22/2022 wef 14/01/2022]

(2) Each Senior Personnel Board shall have the jurisdiction and power to —

- (a) appoint officers in the class specified in the second column of the First Schedule in relation to that Senior Personnel Board (referred to in this sub-paragraph as the relevant class);

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- (b) confirm or emplace on the permanent or pensionable establishment officers in the relevant class;
- (c) promote officers in the relevant class, including considering and recommending to the Special Personnel

Board an officer in the relevant class for promotion to Superscale grade;

- (d) transfer officers in the relevant class (but excluding any Staff of Parliament), except that the transfer of an officer from a Service or post under the jurisdiction of a Senior Personnel Board to a Service or post under the jurisdiction of another Senior Personnel Board shall be made by the latter Senior Personnel Board;

[S 22/2022 wef 14/01/2022]

- (e) transfer —

- (i) an officer in the relevant class into any class of officers in the Singapore Judicial Service; or
- (ii) an officer in the Singapore Judicial Service into the relevant class,

with the prior agreement of the Judicial Service Commission or of any personnel board established under Article 111I of the Constitution with the power to transfer the officer into or from the Singapore Judicial Service; and

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- (f) transfer —

- (i) an officer in the relevant class into any class of officers in the Singapore Legal Service; or
- (ii) an officer in the Singapore Legal Service into the relevant class,

with the prior agreement of the Legal Service Commission or of any personnel board established under Article 111Q of the Constitution with the power to transfer the officer into or from the Singapore Legal Service.

[S 22/2022 wef 14/01/2022]

[S 110/2023 wef 01/03/2023]

Dismissal of Division II to IV officers by Senior Personnel Boards

5A.—(1) Subject to sub-paragraph (2), each Senior Personnel Board shall have the jurisdiction and power to dismiss officers

specified in the class in the second column of the Second Schedule in relation to that Senior Personnel Board.

(2) Sub-paragraph (1) does not confer on the Senior Personnel Boards any jurisdiction or power to dismiss any public officer for misconduct or neglect of duty for which any —

(a) investigation under regulation 3 of the Public Service (Disciplinary Proceedings) Regulations (Rg 1); or

(b) proceedings under regulation 4 of those Regulations, have been commenced against the public officer.

[S 110/2023 wef 01/03/2023]

Revocation

6. The Public Service (Special and Senior Personnel Boards) Order (O 2) is revoked.

FIRST SCHEDULE

Paragraphs 3, 4 and 5

FIRST SCHEDULE — *continued*

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Personnel Board</i>	<i>Class of Public Officers</i>	<i>Composition</i>
1. Special Personnel Board.	<p>(a) Division I officers, wherever posted, holding appointments between Superscale grades H to E1 or grades 8 to 9, as the case may be, (both grades inclusive), except those holding posts in the Auditor-General's Office.</p> <p>(b) Timescale officers in the Administrative Service and the Administrative (Foreign Service Branch) Service, wherever posted.</p>	<p>Mr Leo Yip</p> <p>Mrs Tan Ching Yee</p> <p>Mr Chan Heng Kee</p> <p>Mr Pang Kin Keong</p> <p>Ms Tan Gee Keow</p>
2. Senior Personnel Board A.	<p>(a) Timescale officers in any of the General Services holding posts in the Public Service Division, the National Research Foundation, the Strategy Group, the Communications Group or the Public Sector Science and</p>	<p>Mr Pang Kin Keong</p> <p>Mr Leo Yip</p> <p>Mrs Tan Ching Yee</p> <p>Mr Albert Chua</p> <p>Mr Joseph Leong Weng Keong</p> <p>Mr Luke Goh</p> <p>Dr Beh Swan Gin</p> <p>Ms Tan Gee Keow</p>

FIRST SCHEDULE — *continued*

Technology Policy and Plans Office.

- (b) Timescale officers in any of the General Services holding posts in the Ministry of Digital Development and Information (including the Cyber Security Agency and the Smart Nation Group), the Ministry of Finance, the Ministry of Foreign Affairs, the Ministry of Trade and Industry or the Ministry of Transport.

- (c) Timescale officers in any of the following Services, wherever posted:

- (i) the Accounting Profession Service;
- (ii) the Information Service;
- (iii) the Information (2002) Service;

Prof Tan Chorh Chuan
Mr Augustin Lee
Mr Chng Kai Fong
Mr Lau Peet Meng
Mr Lai Chung Han
Mr Jeffrey Siow Chen Siang

FIRST SCHEDULE — *continued*

(iv) the Statistician (Trade and Industry) Service; or		
(v) the Economist Service.		
3. Senior Personnel Board B.	(a) Timescale officers in any of the Services (other than those in the Administrative Service) holding posts in any security agency.	Chairman
		Members
		Ms Tan Gee Keow
		Mr Tan Kee Yong
		Mr Leo Yip
	(b) Timescale officers in any of the General Services holding posts in the Prime Minister's Office (excluding the Public Service Division, the National Research Foundation, the Communications Group, the Strategy Group, the Cyber Security Agency and the Smart Nation Group), the Cabinet Office, the Istana or Parliament.	Mr Pang Kin Keong
		Mr Chan Heng Kee
		(c) Timescale officers who are Staff of Parliament.

FIRST SCHEDULE — *continued*

4. Senior Personnel Board C.	(a) Timescale officers in any of the General Services holding posts in the Ministry of Culture, Community and Youth, the Ministry of Health, the Ministry of Manpower, the Ministry of National Development, the Ministry of Social and Family Development or the Ministry of Sustainability and the Environment.	Chairman Members	Mr Chan Heng Kee Mr Aubeck Kam Mr Ng How Yue Mr Stanley Loh Ka Leung Ms Teoh Zsin Woon Mr Ng Chee Khern Mr Melvyn Ong Su Kiat Mr Jeffrey Siow Chen Siang Ms Lai Wei Lin Mr Loh Ngai Seng
5. Senior Personnel Board D.	(a) Timescale officers in any of the General Services holding posts in the Ministry of Defence (excluding any security agency), the Ministry of Home Affairs (excluding any security agency) or the Ministry of Law. (b) Timescale officers in any of the General Services holding	Chairman Members	Mrs Tan Ching Yee Ms Juthika Ramanathan Mr Pang Kin Keong Mr Chan Heng Kee Ms Daphne Hong Mr Aubeck Kam Mr Luke Goh Mr Melvyn Ong Su Kiat

FIRST SCHEDULE — *continued*

posts in the Attorney-General's Chambers, the Supreme Court, the State Courts, the Small Claims Tribunal (including their respective Registries) or the Disciplinary Tribunal Secretariat.

(c) Timescale officers in any of the following Services, wherever posted except those holding posts in a security agency:

- (i) the Customs Specialist Service;
- (ii) the Immigration & Checkpoints Executive Service;
- (iii) the Immigration & Checkpoints Senior Service;

FIRST SCHEDULE — *continued*

(iv) the Immigration & Checkpoints Specialist Service; or	(v) the Police (Senior) Service.		
		(a) Timescale officers in the Education Service, wherever posted.	Chairman
		(b) Timescale officers in any of the General Services holding posts in the Ministry of Education.	Members
6. Senior Personnel Board E.			Ms Tan Gee Keow Mr Loh Ngai Seng Ms Lim Wan Yong Mdm Liew Wei Li Mr Augustin Lee Ms Lai Wei Lin

FIRST SCHEDULE — *continued*

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[S 14/2025 wef 13/01/2025]

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[S 538/2024 wef 15/07/2024]

[S 541/2024 wef 08/07/2024]

[S 538/2024 wef 01/07/2024]

[S 438/2024 wef 01/06/2024]

[S 891/2023 wef 01/01/2024]

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[S 645/2023 wef 01/10/2023]

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[S 135/2023 wef 03/04/2023]

[S 110/2023 wef 01/03/2023]

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[S 830/2019 wef 04/12/2019]

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FIRST SCHEDULE — *continued*

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SECOND SCHEDULE

Paragraphs 3, 4 and 5A(1)

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Senior Personnel Board</i>	<i>Class of Public Officers</i>	<i>Composition</i>
1. Senior Personnel Board A	<p>(a) Division II, III and IV officers in any of the General Services holding posts in the Public Service Division, the National Research Foundation, the Strategy Group, the Communications Group or the Public Sector Science and Technology Policy and Plans Office.</p> <p>(b) Division II, III and IV officers in any of the General Services holding posts in the Ministry of Digital Development and Information (including the Cyber Security Agency and the Smart Nation Group), the Ministry of Finance, the Ministry of Foreign Affairs, the Ministry of Trade and Industry or the Ministry of Transport.</p>	As specified in the third column of item 2 in the First Schedule.
2. Senior Personnel Board B	<p>(a) Division II, III and IV officers holding posts in the Internal Security Department of the Ministry of Home Affairs.</p> <p>(b) Division II, III and IV officers holding posts in the Security and Intelligence Division of the Ministry of Defence.</p> <p>(c) Division II, III and IV officers holding posts in the</p>	As specified in the third column of item 3 of the First Schedule.

SECOND SCHEDULE — *continued*

Corrupt Practices
Investigation Bureau.

- (d) Division II, III and IV officers in any of the General Services holding posts in the Prime Minister's Office (excluding the Corrupt Practices Investigation Bureau, the Public Service Division, the National Research Foundation, the Communications Group, the Strategy Group, the Cyber Security Agency and the Smart Nation Group), the Cabinet Office, the Istana or Parliament.

- | | | | |
|-----------------------------|-----|---|---|
| 3. Senior Personnel Board C | (a) | Division II, III and IV officers in any of the General Services holding posts in the Ministry of Culture, Community and Youth, the Ministry of Health, the Ministry of Manpower, the Ministry of National Development, the Ministry of Social and Family Development or the Ministry of Sustainability and the Environment. | As specified in the third column of item 4 of the First Schedule. |
| 4. Senior Personnel Board D | (a) | Division II, III and IV officers in any of the General Services holding posts in the Ministry of Defence (excluding the Security and Intelligence Division), the Ministry of Home Affairs (excluding the Internal Security Department) or the Ministry of Law. | As specified in the third column of item 5 of the First Schedule. |

SECOND SCHEDULE — *continued*

- (b) Division II, III and IV
officers in any of the General
Services holding posts in the
Attorney-General's
Chambers or the Judiciary.
5. Senior Personnel Board E (a) Division II, III and IV
officers in the Education
Service, wherever posted. As specified in the
third column of
item 6 of the First
Schedule.
- (b) Division II, III and IV
officers in any of the General
Services holding posts in the
Ministry of Education.

[S 541/2024 wef 08/07/2024]

[S 438/2024 wef 01/06/2024]

[S 110/2023 wef 01/03/2023]

Made this 22nd day of December 2010.

By Command,

TAN KEE YONG
*Secretary to the Cabinet,
Singapore.*

[PMO(PSD) H6/4-02 Vol. 22; AG/LLRD/SL/CONS/2010/5 Vol. 1]