

ARMY NEWS

ISSUE 201

JUNE 2012

PULSE OF OUR ARMY

HIGHLIGHTS

PROMOTIONS

COL (NS) SNG CHENG KEH

NS45 SHOWCASE@OUR HEARTLANDS



SINGAPURA

Warrant Officer Corps Reaches New Heights

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11/12 SCC Cadets Graduate

Story by Bjorn Teo / Photography by Vishnu Prem



On 22 June, 1,187 cadets from the 11/12 Specialist Cadet Course (SCC) graduated at the Pasir Laba Camp and received their highly coveted chevrons after 22 weeks of tough training. The event was graced by Minister of State (MOS) for Trade and Industry & National Development, Mr Lee Yi Shyan. He said in his address, "The rank that you are about to wear is an affirmation of the nation's trust and confidence in you. Live up to the specialist creed of excellence, leadership by example, and dedication to Singapore."

One of the graduands, 3SG Nigel Jerad Rajoo, hails from a family of servicemen. Himself a regular, 3SG Nigel's father and brother serve in the Navy while his mother is an Army Defence Executive Officer. He said joyfully, "Having gone through a lot of tough training, I think the feelings I have in me, now that I've graduated, are mainly joy and triumph."

Golden Bayonet winner, 3SG Gareth Ng Yu Han from Combat Intelligence Group (CIG), recalled his final exercise as his most memorable experience. He said, "It summed up everything we have learned, and it put all our skills to the test. We complemented each other and when we finally clicked as a team, that was my most satisfying moment."

Passing On The Baton

APPOINTMENT	INCOMING	OUTGOING
CO 1 SIR	LTC JUSTIN ANG	LTC YONG YIK FUNG
CO 1 CDO BN	MAJ HOO WEI WEI, IAIN	LTC PANG CHEE KONG
CO 686 GUARDS	MAJ CHEE TOH MING BENJAMIN	-
CO 810 SIR	MAJ (NS) CHANG KOK PING IVAN	LTC ADRIAN KOH
CO 906 SIR	LTC (NS) MOHAMAD KAHAR BIN ABU HASSAN	-
CO 290 SA	MAJ (NS) KENNETH CHIA YUN	LTC GOH KAY HONG
BDE SM 76 SIB	MWO THANIMALAI S/O SOCKALINGAM	MWO CHEN YUEN CHEONG ALBERT
RSM 1 SIR	TWO NG CHOON BENG	TWO NG TECK CHUAN

Serving in Overseas Missions With Pride

Story by Glen Choo/ Photography by Vishnu Prem

From left, MAJ Lim, ME3 Ashok, SSG Bukhari

Serving the SAF in overseas operations is certainly no easy task. Servicemen have to face real operational requirements in applying what they learnt and have to spend extended periods of time away from their loved ones in Singapore. In recognition of their contributions in Afghanistan, 43 SAF personnel were awarded the Overseas Service Medal on 7 June. The medals were presented by Minister for Defence, Dr Ng Eng Hen, in a ceremony held at Pasir Laba Camp. Also present were Chief of Defence Force LG Neo Kian Hong, Chief of Army MG Ravinder Singh, other senior SAF officials, and family members of the medal recipients.

Speaking at the ceremony, Dr Ng highlighted the value of Singapore's contributions to the coalition forces in

Afghanistan. He said, "As a small nation with limited resources, Singapore is very mindful to contribute within our means. But while our contributions may be small compared to some of the larger militaries, they are in niche areas where we have the expertise and can make a significant operational difference to the overall coalition effort."

Every soldier who has been deployed overseas would have his own story to share. For MAJ Chester Lim, who was part of a team that developed training programmes for the Afghan National Army (ANA) commanders to detect and identify Improvised Explosive Devices (IEDs), there was an incident that reaffirmed the importance of his role. He shared, "During one of the visits to the field hospitals, I saw some children who have lost their arms due to IEDs. The

image is still very vivid in my mind. To me, that reaffirmed the purpose of the SAF."

ME3 Ashok Kumar might not have been as directly involved as the other servicemen, but his role was certainly every bit as crucial. He provided logistics support for the troops in Afghanistan, performing task such as arranging flights and managing welfare packages from Singapore. "I learned that planning is very important," he shared. "Before your troops come, you must plan very well and make sure their flights and accommodation are arranged properly. If they required anything during their deployment, we acquired and sent it to them. If you don't coordinate properly, your troops may not fly in or out in time."

As for SSG Muhammed Bukhari Bin Suhaimi, he simply felt honoured that he could translate his peacetime training into operational action. Not that he is new to operational deployment though. The military institutional trainer who was deployed to Kabul to train the ANA Artillery instructors had previously served in peacekeeping duties in East Timor in 2003. He said, "Before we are deployed, the SAF prepares us well in Singapore so that when we are there, we won't face unexpected problems." During his deployment, he remained focused on improving processes in Afghanistan. "We are more of mentors than instructors. The framework there is already developed so what we do is help to refine the training programmes that they have created."



Dr Ng interacting with guests at the reception after the ceremony. The guests are (from left), MSG Dennis Liao, ME4 Tan Peng Koon, ME2 Randall Teo and 1WO Tan Chuan Soon



Dr Ng interacting with SSG Bukhari and family

Children of Army Personnel Receive Bursary and Awards

Story & Photography by Vishnu Prem

On 21 June, 285 students were awarded the Singapore Armed Forces Central Welfare Fund (SAF CWF) Bursary, Merit and Excellence Awards in recognition of their academic and non-academic achievements. The recipients, children of Army personnel, received their awards from Chief of Army (COA), MG Ravinder Singh, who was the event's Guest-of-Honour.

The Merit award is given to students who have excelled academically and are within the top 10% of the level while the Excellence award recognises students who have also distinguished themselves in non-academic fields. The Bursary award provides financial support to students from lower-income families. The 296 awards given out comprised 165 Bursary awards, 114 Merit awards and 17 Excellence awards.

LTC David Lim from HQ Commandos, the proud father of Carina Lim, a St Anthony's Canoassian student and Merit award winner, said, "It's a great recognition for my daughter's school performance and serves to encourage her to further excel in her studies. I would also like to thank my wife for coaching my kids academically when I'm away from home, serving the nation."

3WO Chua Tiong Seng, an instructor at Army Logistics Training Institute, is grateful for the Bursary award received by three of his four children. He said, "It makes a difference to my family financially and encourages my children to do even better."



COA presenting the Merit award to Carina Lim



3WO Chua with his family

Every Blood Donor a Hero

Story written by Shawn Tay / Photos contributed by Singapore Red Cross



Mr Manoharan Ramalingam and his family posing for a photo with Dr Amy Khor (centre)

Each year, the National Blood Programme celebrates World Blood Donor Day, which includes the Champion Blood Donor Recognition Ceremony dedicated to the voluntary 'heroes' who donate their blood to save lives. "Blood donors are the real heroes who put the needs of others before their own," said Mr Tee Tua Ba, Chairman of the Singapore Red Cross.

This year's ceremony, held on 16 June, was graced by Minister of State for Health, Dr Amy Khor. In her speech, she said, "World Blood Donor Day pays tribute to individuals who voluntarily and regularly donate their blood without expectation of any reward, except the knowledge that they have helped to save lives and help those in need. For many patients, blood donors are their lifeline. On this occasion, we salute the blood donors for their selfless contributions."

Mr Manoharan Ramalingam, a Defence Executive Officer (DXO) from the Singapore Combat Engineers was among the 1,644 donors recognised. He was awarded the Medal for Life for having donated more than 200 units of blood.

The former warrant officer has been donating blood since 1972, the year he first joined the Army. He recounted, "I was a recruit then. My officer encouraged us to donate blood to save lives. Since then, I make it a point to donate blood every three months."



40 Senior MEs Appointed

Story by Bjorn Teo / Photography by Max Chua



Dr Maliki greeting the newly appointed ME4 Lim



COA (left) speaking with the promotees before the ceremony

On 15 June, 40 servicemen were appointed as senior Military Experts (MEs) in a ceremony held at the SAFTI Military Institute. Those present included Guest-of-Honour, Senior Parliamentary Secretary, Dr Mohamad Maliki Bin Osman, and Chief of Army, MG Ravinder Singh. In his speech to the newly promoted servicemen, Dr Maliki said, "In partnership with the officers and WOSpecs, MEs play a critical role in anchoring expertise and knowledge in key domains such as engineering, intelligence, and military medicine. This provides a capability edge for the 3rd Generation SAF."

Of the 40 who received their new ME4 rank, 20 were from the Army, while the Air Force and Navy accounted for 10 each. ME3 Leong Yew Kay from the Navy topped Military Domain Experts Course and received the Sword of Honour. The Swords of Merit (SOM) winners from the other Services are ME4 Lim Seng Kiat (Army), ME4 Woong Kok Wah (Joint), and ME4 Loh Chee Wai Ignatius (Air Force).

As the SOM winner from the Army, ME4 Lim was elated. He said, "I am happy to receive the SOM and be promoted, as this shows that the SAF recognises the efforts and contributions of its servicemen." He identified his course

experience at the Centre for Leadership Development (CLD) as his most valuable one. He explained, "I got to interact with fellow participants who had more experience than I did. They taught me a lot on how to effectively handle various situations and lead my men. I found that experience very useful."

Some of the Army graduands had insightful stories to share. ME4 Herbert Loh is an Army Engineer with a degree in electrical and electronics engineering from Nanyang Technological University. He joined the SAF after working as an engineer in the private sector for three years. He felt that as a commander in the SAF, he now has more responsibilities and challenges compared to when he was working outside. He said, "Now I not only have to be knowledgeable in the various technical fields of my work, I also have to be able to communicate with and lead my men effectively."

Newly promoted ME4 Muhammad Saleh, the Sergeant Major of 9th Army Maintenance Base, found the Military Domain Experts Course very beneficial. He said, "The course was an eye-opener for me. The lessons were very in-depth and provided exactly what we required to improve on our areas of expertise."



ME4 Herbert Loh receiving the ceremonial sword from COA



Wife of newly appointed ME4 Saleh affixing her husband's new rank on his shoulder

NEGC: The Final Battle

Story by Nicholas Tan / Photography by Matthew Tan



A competitor from ITE CW 8 concentrating intensely as he prepares to engage his virtual opponent



The champion of this year's NEGC, NYP Extreme, posing for a photo with Mr Lawrence Wong

After two rounds of tiebreakers, Institute of Technical Education College West Team 8 (ITE CW 8) defeated Nanyang Polytechnic (NYP) Team 4 to secure a placing in the finals of the National Education Gaming Competition (NEGC). NEGC, an inter-school gaming competition organised by Nexus, MINDEF and supported by the Ministry of Education, aims to engage youths and promote National Education.

Virtual Battlespace 2 (VBS2), the official game used in NEGC, is a PC-

based virtual simulation training software used in the SAF to train our 3rd Generation soldiers. Participating teams were given three days of training per month to familiarise themselves with the system. Despite its earlier sterling performance, ITE CW 8's dream of winning the \$3,000 grand prize was dashed when they were beaten by NYP Extreme in the finals.



ITE CW 8 team

In the first round of the finals, ITE CW 8 played the attacking team. In virtual reality, the team deployed the same weapons and equipment as that used in the SAF, and moved in as a team to capture the building being defended by NYP Extreme. Even though they attacked aggressively, NYP Extreme had defended effectively and outmanoeuvred them. In round two, NYP Extreme attacked aggressively with their flanking strategy to capture the target building and won the competition.

Despite their loss, ITE CW8 had impressed the spectators with their perseverance. When they were down to only two members as against eight from NYP Extreme, ITE CW 8 defended valiantly and took down six opponents before they were overwhelmed.

Abdul Quddus Iqbal Bin Johari, the ITE CW 8 team leader said, "We were playing with a handicap as we were one player short. I told my guys not to fret because as long as we try our best, we will be able to make it through with our strong belief in team bonding and perseverance."

Minister of State (MOS) for Defence and Education, Mr Lawrence Wong, who officiated the closing ceremony, said in his speech, "All of us must be prepared to do our part to serve and defend Singapore. This is ultimately what NS represents - our commitment and spirit as a united people, ready to fight for our country, defend our home, and protect our way of life."

CPT Danny Poh

Doing the SAF Proud Overseas

Story by Glen Choo/ Photographs by Vishnu Prem, Contributed by CPT Danny Poh



CPT Poh performed well in his overseas course



CPT Poh with his wife, Serene, at a baseball game in Washington D.C.

Attending an overseas course is rarely a walk in the park, despite the possibility of a little sight seeing if one can find time for it. An overseas course bound serviceman faces many challenges. He must not only cope with an unfamiliar culture and environment, but also adapt himself to the way in which the host military operates. Coupled with the pressure to excel and uphold the SAF's good name, the experience can really drain the participant out, especially if it is as long as the 40-week course attended by CPT Danny Poh at the Marine Corps University's Expeditionary Warfare School. CPT Poh's impressive performance earned him the International Military Officer of the Year Award and the Captain Patrick Rapicault Memorial Writing Award for the best International Military Officer argumentative research paper. His paper has also been selected to be published in the Marine Corps Gazette.

The course, held from July 2011 to May this year, richly contributed to CPT Poh's soldiering professionalism with modules on topics such as the nature and theory of war, conduct of joint operations and application of combined-arms tactics. Although the course was challenging and rigorous, CPT Poh enjoyed the learning experiences. He shared, "The key highlight was the opportunity to learn from some of the best in the business, the US Marine Corps. I was highly impressed by their professionalism, competency and expertise. For example, the US Marine officers have had multiple deployments under their belt and have served in Afghanistan, Iraq or both. As a result, their operational experience is so rich that they are able to bring new perspectives and contextualise what we had learned during the course."

His interaction during the course was not limited to the US Marines though. He said, "Another key takeaway from the course was the friendships that I made, not just with the US Marines, Army and Air Force officers but also with 18 other officers from other armed forces around the world. I believe that these relationships will not end here and, on a personal and professional level, will take me beyond my expectations."



CPT Poh (fourth from left) with his fellow Conference Group students

Promotions

Recognising Performance and Potential

SAF Promotion Ceremony

Story by Glen Choo/ Photography by Wee Hong Shin, Matthew Tan



Minister for Defence Dr Ng (second from left) and Minister of State for Defence and Education, Mr Lawrence Wong (left) interacting with (from right) SWO Lee, SWO Koa, SWO Quek and SWO Tang. All four have been promoted to the new CWO rank

At the SAF Promotion Ceremony held at MINDEF on 29 June, a total of 400 officers, 64 military experts and 39 warrant officers from the Army, Air Force and Navy were promoted to the next higher rank. Minister for Defence, Dr Ng Eng Hen, and Chief of Defence Force, LG Neo Kian Hong, presented certificates of promotion to the promoted servicemen. Also present at the ceremony were senior commanders from the SAF, including Chief of Army (COA), MG Ravinder Singh.

This year's SAF Promotion Ceremony also saw the introduction of a new pinnacle rank for the Warrant Officer Corps – the Chief Warrant Officer (CWO) rank. The new rank acknowledges the increasingly prominent role of the warrant officers in the SAF and recognises their ability and potential to take on greater responsibilities. The new rank will also provide warrant officers with greater opportunities to progress in their SAF careers.



COL Chia, who was promoted to BG, receiving his promotion certificate from Dr Ng



COA (right) interacting with servicemen at the post-ceremony reception



For SLTC Fadzully who was promoted to COL, serving in the Army is a "passion"

The four who have the honour of being the first to receive the new CWO rank epaulette during the promotion ceremony are SAF Sergeant Major, CWO Joseph Koa; Sergeant Major of the Army, CWO Tang Peck Oon; Commanding Officer Specialist and Warrant Officers Advanced School (SWAS), CWO Lee Sung Cheng; and Commanding Officer, Signals Vocation Training School (SVTS), CWO Quek Ser Hiang.

CWO Quek is grateful to the SAF for his promotion to CWO. Commenting on the rank, he shared, "While the SAF has many initiatives for recognising the capabilities of warrant officers and specialists, the new CWO rank is the most visible. It is an outward sign that we are able to do the job well and it is a very inspiring move for the organisation as a whole and for the Warrant Officer Corps. The SAF has not only provided opportunities for our servicemen to develop professionally but also demonstrated its commitment to continually recognise those who have performed well and delivered results."

Another notable serviceman promoted this year is Commander 9th Singapore Division and Chief Infantry Officer, BG Chia Choon Hoong. He believes that his promotion to the rank of BG is more than just a recognition of his service and said, "The promotion is not so much for the individual because a lot of the work we do in the SAF comes from working in teams. The promotion is a public recognition of the hard work that my team has put in."

Newly promoted COL Fadzully Bin Abas, Commander of Infantry Training Institute (ITI) and 23rd Singapore Infantry Brigade, is also glad to play his role in maintaining the operational readiness of our Army. He recalled signing on as a regular after his full time National Service, motivated by a sense of adventure and the chance to lead. "It's a passion," he shared with a smile.

In his 24 years of service, COL Fadzully has had his fair share of command appointments, including Commanding Officer 5th Battalion, Singapore

Infantry Regiment (5 SIR). Then, he had led his unit to win the Best Infantry/Guards Unit Award. He is appreciative of his promotion and said, "I am happy that my contributions are being recognised and I am looking forward to continuing to serve."

Among the NSmen promoted at this year's ceremony was COL(NS) Mohamed Ismail Gafoor, Commander 12th Singapore Infantry Brigade. Being the founder and Chief Executive Officer of Propnex, COL(NS) Ismail is a very busy man. But he remains exceptionally dedicated and ready to serve his National Service. His pro NS practices in Propnex have helped his company to win the Meritorious Defence Partner Award for its contributions towards Singapore's defence.

An ex-regular who left the service in 1995, COL(NS) Ismail is pleased that his service has been well recognised by the Army. "In my 13 years of regular service, I have seen the goodness and value of the organisation. Now that I am working in the civilian world, the recognition of becoming a Colonel and brigade commander is something that I am thankful for," he said.



Senior Parliamentary Secretary, Dr Mohamad Maliki Bin Osman (right) interacting with SLTC (NS) Ismail, who has been promoted to COL

Army Promotion Ceremony

Story by Shawn Tay Kai Ren / Photography by Matthew Tan



COA delivering his address at the Army Promotion Ceremony

For newly promoted MAJ Yiew Pei Ling, a staff officer at Joint Communications and Information System Department, this promotion is a timely recognition of her hard work. She said, "When people look at the Army, they mostly see the front line combat forces defending the nation. However a lot of times they are not aware of the supporting forces working hard behind the scene to help achieve mission success."

MSG Hari Kumar, a platoon warrant officer at Engineer Training Institute, is poised for the challenges of being a 3WO. He is grateful to the Army for the many enriching experiences that have helped to shape his career and enabled him to fulfil his dream of becoming a warrant officer. He revealed, "As a junior commander, I was very playful and irresponsible. After learning it the hard way, I've become more responsible and constantly strived for excellence."

At the annual Army Promotion Ceremony held in the Leader's Hall in Pasir Laba on 27 June, some 816 active personnel and NSmen received their Certificate of Promotion from Chief of Army (COA), MG Ravinder Singh. Their promotion took effect from 1 July.

In his address, COA congratulated them on their promotion and reiterated the importance of their responsibilities as leaders in the Army. He said, "In our Army, leadership is vital. As an organisation with people at its core, leadership is the driving force of our Army. While structures, processes and systems can synchronise and coordinate, it is only leadership that can engage the hearts and minds of our soldiers to inspire them to give their best in service of our nation."

ME2 Tang Chun Hoong, a Master Technician Trainer at 9th Army Maintenance Base who was promoted to ME3, attributed his promotion to the strong support received from his family. "My wife has been very understanding and has taken care of everything at home so that I can focus on my duties," he said.



ME3 Tang



MAJ Yiew



3WO Hari Kumar



Newly promoted MAJ (NS) Edzra with his family at home

DXOs and Civilian Officers Promoted

Story by Bjorn Teo / Photography by Vishnu Prem



Newly promoted DXOs from the Army posing for a group photo with MINDEF senior management

On 28 June, 158 Defence Executive Officers (DXOs) and six Civilian Officers were promoted. During the promotion ceremony held at the MINDEF Auditorium, Guest-of-Honour, Permanent Secretary (Defence), Mr Chiang Chie Foo, presented the Promotion Certificates to the newly promoted officers, which included 36 DXOs from the Army. Also present were Permanent Secretary (Defence Development), Dr Tan Kim Siew; Deputy Secretary (Administration), Mr Willie Tan Yoke Meng; Deputy Secretary (Policy), BG (NS) Gary Ang Aik Hwang; and Director Manpower, Mr Tan Kok Yam.

As non-uniformed regulars in MINDEF and SAF, DXOs are deployed in various fields including communication,

HR, finance, counselling, defence policy and research among others. They work alongside the uniformed groups and are an integral part of the SAF in maintaining the nation's defence.

Newly promoted DX12, Ms Seow Khim Guat, Head of Management Accounting Systems in G5 Army, was delighted. She said, "I am very happy to receive the promotion and I'm very glad that the SAF recognises my hard work and the contributions of the DXOs."

DX12 Seow also appreciated the benefits given under the DXO scheme. She said, "As DXOs, we are given the freedom to choose our job types and chart our career paths. We are also

given various avenues to upgrade our skills and assume higher appointments."

Newly promoted DX10 Gao Qiuhan, from HQ Medical Corps, shared DX12 Seow's sentiment. She said, "I felt a sense of achievement upon receiving this promotion. I was promoted within two years of joining the service, so it really validates my contributions in my employers' eyes."

DX10 Gao also felt appreciated as a DXO in the service. She said, "Even though I work in a military environment, I still feel like I am part of a larger family and am very well taken care of."



DX10 Gao receiving her Promotion Certificate from PS(D)



Newly promoted DX12 Seow relishes her challenges as a DXO in G5 Army

Warrant Officer Corps Reaches New Heights

Story by Glen Choo, Bjorn Teo, Shawn Tay/ Photography by Wee Hong Shin, Matthew Tan



On 1 July, four servicemen had the distinct honour of being the first to proudly put on the new pinnacle rank for the Warrant Officer corps – the rank of Chief Warrant Officer (CWO). This new rank, the latest initiative to acknowledge the increasingly prominent role of the warrant officers in the SAF, recognises their ability and potential to take on greater responsibilities.

Each of the four new CWOs has had a wealth of experience in the SAF and has been at the forefront of transforming the Warrant Officer Corps and the Specialist Corps into what they are today.

The four are:

CWO Joseph Koa,
SAF Sergeant Major

CWO Tang Peck Oon,
Sergeant Major of the Army

CWO Lee Sung Cheng,
Commanding Officer Specialists and Warrant Officers
Advanced School (SWAS)

CWO Quek Ser Hiang,
Commanding Officer Signals Vocation Training School
(SVTS)



The four Chief Warrant Officers (then SWO) at the SAF Promotion Ceremony:
(from left) CWO Quek, CWO Tang, CWO Koa and CWO Lee

From Humble Beginnings

In January 2011, our Army began to appoint warrant officers as Commanding Officers (COs) in a ground breaking move to further up-profile them since the launch of the Enhanced Warrant Officer Scheme (EWOS) in April 2010. CWO Lee has the distinction of being the first warrant officer to be appointed CO. Since then, the number of training schools commanded by warrant officers has grown to five.

With the increasing number of warrant officers assuming CO appointments, it is sometimes easy to forget that in the past, the Warrant Officer Corps and Specialist Corps were not always given the responsibilities they shoulder today.

“Our role then was mostly one of doing administrative work; and maintaining regimentation and discipline.

While we had carried out training, it was restricted to lower levels unlike those presently managed by the Chief Trainer and CO. The key word to describe the WOSpecs’ (warrant officers and specialists) roles then is ‘assisting,’” shared CWO Lee.

In 1992, a quantum leap in raising the professionalism of the Warrant Officer Corps was achieved with the formation of the SAF Warrant Officer School (SAFWOS). Its milestone programme, the Joint Warrant Officer Course (JWOC), prepares warrant officers to assume heavier responsibilities and more challenging appointments. The participants in the inaugural JWOC included CWO Tang and CWO Quek.

As a result of the up-profiling initiatives by the SAF, warrant officers increasingly took on roles such as Platoon Commander (PC) and Officer Commanding (OC) in training institutes. As a 2WO then in 1992, CWO Quek became one of the first warrant officers to take on



CWO Lee (then SWO) sharing his experiences with warfighter course participants

an officer’s appointment. In 2005, CWO Lee also broke new ground when he assumed the role of Commander of the 120mm Self-Propelled Mortar Commander Course then conducted by School of Armour – a responsibility traditionally given to officers.

Raising Professionalism

As WOSpecs continued to take on greater responsibilities and challenges, the SAF recognised the growing need and demand for their professional development and further education. In 1995, the SAF collaborated with Nanyang Polytechnic to provide them with part-time diploma programmes. CWO Quek was once again at the forefront, among the first batch of servicemen to sign up for the scheme alongside CWO Koa.

The Continuous Learning and Academic Sponsorship Scheme (CLASS) was later introduced in 2001 to enable WOSpecs to pursue certificate, diploma and advanced diploma courses in their relevant field of studies. In 2007, CLASS was extended to allow deserving servicemen to pursue degree level courses on a full-time or part-time basis. Since then, the SAF has undertaken many initiatives to improve the quality and pool of courses available under CLASS.

Warrant officers could also take advantage of the SAF- UniSIM Part Time Degree Programme, a scheme that allows non-graduate SAF officers, warrant officers and Military Experts to attain a UniSIM degree. The SAF also sends selected warrant officers to attend the United States Sergeants Major Academy (USASMA). CWO Tang, who attended the course in 1994, said, “The course was a

real an eye-opener for me. I learned a lot of soft skills, such as managing behaviour and team dynamics in a squad, and maximising the strength of each team member. At that time, the course differed substantially from our local leadership programmes in terms of syllabus and course structure, so it was a whole new ball game for me.”

On 21 June 2012, CWO Tang became first-ever Singaporean Sergeant Major to be inducted into the USASMA International Student Hall of Fame (see box story on page 15).



CWO Koa (then as SMA and a SWO) giving our soldiers some pointers on their turnout and bearing



CWO Tang (then SWO) receiving his ceremonial sword from Chief of Army, MG Ravinder Singh. In 2011, ceremonial swords were presented to senior warrant officers (MWOs and SWOs) and Military Experts (ME4 and ME5) in recognition of their expertise and leadership in their respective domains and corps.



Participants at the inaugural Army Warrant Officer Leadership Development Programme taking part in a group discussion. The programme, launched on 4 July 2011, aims to shape the learning climate and proliferate Leadership & Organisational Development processes and practices among the Warrant Officer Corps

Ready for Today's Challenges

Since CWO Koa assumed the post of Sergeant Major of the Army (SMA) in 2008, the Officer-WOSpec partnership has grown steadily into what it is today. During his tenure as SMA, CWO Koa formalised the WOSpecs' three key roles as Warfighters, Trainers and Leaders. He also crystallised the four key thrusts of Taking charge of training; Deepening knowledge and skills; Leading and managing our own WOSpecs; and Enforcing regimentation and discipline.

Guided by the four key thrusts, WOSpecs can now face their future with greater confidence and clearer direction. "At that time we were thinking of how to better utilise the warrant officers," CWO Koa shared. "We know we can do more, we wanted to re-profile the WOSpecs, to give them more roles and responsibilities." The clear definition of the WOSpecs' roles also helped to pave the way for a successful partnership with the Officer Corps.

The latest introduction of the CWO rank is a reflection of the SAF's effort to continuously expand the opportunities for WOSpecs to progress and develop professionally. This commitment was also demonstrated in 2009 when the 3WO rank was introduced. This rank allows deserving and well-performing specialists to enter the Warrant Officer Corps as early as their sixth year of service. Today, the Warrant Officer Corps boasts a 6-tier rank structure, providing greater and clearer career progression opportunities.

As CWO Koa shared, "Having this new CWO rank is a testament to the confidence and trust the SAF has in the warrant officers. It is a recognition of the warrant officers' effort and responsibility in the SAF. It will also be an encouragement to the Warrant Officer Corps and the Specialist Corps; that the organisation is looking after their well-being."

So does the introduction of the new CWO pinnacle rank means that the Warrant Officer Corps has fully

matured? CWO Tang does not think so. He said, "Although we have come a long way from playing a supporting role to partnering the officers today, there is more to come. As Master Trainers today, we are expert warfighters with our years of valuable ground experiences and this will continue to be one of our major contributions. But as the Army progresses in its 3rd Generation transformation, new opportunities for us will emerge. Managing the manpower resources, aspirations of a new generation of soldiers and increasing sophistication of technology deployed in the SAF are real challenges that we in the Warrant Officer Corps will continue to tackle in partnership with the officers."

CWO Tang concluded, "Our vision for both the warrant officers and specialists is that they will be proud of their important role as the backbone of our Army's Last Mile Leadership. With the new CWO rank, those at the pinnacle of the Warrant Officer Corps have the key responsibility of being exemplary role models for the rest, inspiring the more junior WOSpecs to follow. Together, we will lead both the Warrant Officer Corps and Specialist Corps to new heights."



CWO Quek (second from left, then a SWO) interacting with his trainees at SVTS

SMA Inducted into International Student Hall of Fame in USA



On 23 June, Sergeant Major of the Army (SMA), SWO Tang Peck Oon, became the first SAF warrant officer to be inducted into the United States Army Sergeant Major Academy (USASMA) International Student Hall of Fame (IHOF) at Fort Bliss, Texas, USA.

Reflecting on this significant achievement by the SAF on the international scene, SMA said, "I am very honoured to have been recognised for my contributions as SMA, and to be accepted into the IHOF. This is a good opportunity to showcase to our young aspiring WOSpecs and the US armed forces that we have high-quality leaders at the top."

SWO Tang, who first joined the Army as a Commando in July 1977, was appointed as SMA on 27 April 2011. As SMA, SWO Tang has overseen the implementation of various initiatives such as the Warrant Officer Development Programme and overseas exchanges to groom and develop Singapore's next generation of warrant officers. He attended the USASMA Sergeant Major Course from January 1994 to July 1995, and was a graduate of Class 43.

He shared his vision, "Since Singapore gained independence in 1965, the Warrant Officer Corps has held firm to the vision that our warrant officers and specialists must be exemplary and dynamic professionals in a Corps of Excellence. I am proud to say that our Warrant Officer Corps today continues to anchor the 'last-mile leadership' of our people, and in doing so shapes the quality of our soldiers' experiences as well as the operational readiness and professionalism of the Singapore Armed Forces."

Even though he is at the pinnacle of the Warrant Officer Corps, SMA believes that there is always something to learn from the younger servicemen and women. "It is important not to have this barrier between senior commanders and men. During engagement sessions, I always learn something from the perspective of my men. This helps me to reflect on how I can continue to inspire my men in the future," he said.

So after 35 years of service in the SAF, what continues to drive SWO Tang on? The answer is passion. "No matter what we are doing in the service, we must do it with our heart, and we must always have pride and honour in serving our country," he said emphatically.



4 SIR Officer-WOSpec Partnership in Action

Story by Glen Chop/ Photographs by Wee Hong Shin, Contributed by 4 SIR

The men from the battalion's breaching section have spotted their objective. Countless obstacles of concertina wire stand between them and the knoll they have to capture. The section commander gives his men a signal and several improvised grappling hooks fly out from behind concealed positions and hook onto the concertina wire. After several sharp tugs, the wire obstacles come undone and the battalion is free to begin the attack.

Using grappling hooks to overcome concertina wire obstacles is probably an idea that never crossed the minds of most Infantrymen. Yet, this simple innovation from Section Commander 3SG Andy Heng of 4th Battalion, Singapore Infantry Regiment (4 SIR) greatly reduced the number of 'casualties' that his breaching section would have sustained during the exercise.

To Commanding Officer (CO) 4 SIR, LTC Chua Jin Kiat, this simple example is a testament to the deep skills and competence of the Warrant Officer Corps and Specialist Corps. By tapping the collective strength of their warrant officers and specialist (WOSpecs), 4 SIR has achieved exceptional results in their recent Army Training Evaluation Centre (ATEC) evaluations.



The proud soldiers of 4 SIR, (from left) 3SG Heng, LTC Chua, 1WO Lim and 3WO Wong



Rifle training being conducted by 4 SIR in camp

In 4 SIR, the Officer-WOSpec partnership is heavily emphasised in the training of the soldiers. As LTC Chua explained, "My Regimental Sergeant Major (RSM) is a better trainer than I am, so I put him in charge of training. It's the same case with the platoon commanders and company commanders. The officers plan together with the WOSpecs but the execution is by the WOSpecs. The officers have to show their support when training is conducted but all the training is anchored by the WOSpecs. It is not that the officers have completely shunned responsibility. For example, if we fail the evaluation, it is still my responsibility as CO."

Each company commander in 4 SIR also has the leeway to adapt the system to suit his company. Bravo Company Sergeant Major (CSM), 3WO Amez Wong, elaborated, "In my company, the Officer-WOSpec partnership means that the officers are 'eyes-on, hands-off'. My company commander, CPT Choy Yong Cong, gives us as much space as the CO allows. He sets high standards but gives the WOSpecs the authority to ensure that these standards are met. Take the preparation for a field exercise. During initial inspections, he provides a checklist and discusses with the key people involved, such as the officers and platoon sergeants. The WOSpecs will then run the whole initial inspection to ensure that the men and equipment are ready and they will also check on the officers as well."



4 SIR soldiers having a lesson in the field

RSM 4 SIR, 1WO Lim Chin Yeong, explained the success of the unit's training system, "The success of our WOSpecs in taking charge of training is the result of a collective effort and commitment from the CO down to the section commanders. At the end of the day, we should not be pointing fingers at whether the training outcomes are good or poor. The important thing is that the men know what to do. The success comes from our belief in our mission and the support of our CO. With the authority and empowerment that he has given us, my committed sergeant majors and I have worked together to come up with a system that works."

The effectiveness of the system is due in no small part to the mutual respect between the officers and WOSpecs, as this allows 4 SIR to leverage on the different strengths of each corps. LTC Chua elaborated, "The CSM has to address the platoon commander (PC) as 'Sir' because that is the respect he gives to the rank. On the other hand, we also inculcate in our young officers the respect they must have for the WOSpecs. I do not allow the PCs to act without consulting their CSMs and I expect them to have the same kind of open relationship with their platoon sergeants. Although the CSM will not go against the PC's instructions, but before the PC acts, he would have consulted his CSM and his platoon sergeant."



1WO Lim (left) and LTC Chua leading their battalion in a national education moment - a rifle presentation ceremony at the Kranji War Memorial



3WO Wong briefing the Malaysian participants during Exercise Semangat Bersatu 2011

COL(RET) Sng Cheng Keh

An Exceptional Journey in the SAF

Story by Glen Choo/ Photography by Vishnu Prem, Contributed by COL(RET) Sng



COL(RET) Sng Cheng Keh, the current Deputy Chief Executive Officer (Building) of the Housing & Development Board, had once commanded the 28th Singapore Infantry Brigade (28 SIB). Convinced of the importance of NS, he continued to serve as an NS Volunteer after he turned 50. Recently, at age 58, he stepped down from his volunteer service, completing an exceptional journey as an NSman which began in December 1971. Few NSmen have managed to balance heavy responsibilities in the civilian workplace with NS commitments the way that COL(RET) Sng has. Army News met him to find out more about his story.

The Value of NS

COL(RET) Sng found his NS experience valuable in many ways, but his perceptions of NS changed through the course of his NS journey. He explained, "When you are young, you enlist because it's a legal requirement and a duty to serve. But as you get older, your view of NS becomes quite different. At an individual level, NS is beneficial because it keeps you fit and disciplined. If you are a commander, you also learn many other things in NS; you learn how to lead, work with people and take care of those under your charge. These experiences, especially under stressful conditions, groom you to become a better person – a commander who can effectively organise and lead people."

Operation Flying Eagle

A high point in COL(RET) Sng's NS experiences was his involvement in Operation Flying Eagle

(OFE), the SAF's relief effort in the wake of the 2004 Boxing Day tsunami. He said, "OFE was deeply enriching because it was an opportunity to serve our Indonesian neighbours in their hour of great need. It also taught us valuable lessons on how to optimise limited resources to meet real needs on the ground." COL(RET) Sng recalled one particular experience, "We initially transported a lot of water from Medan to Meulaboh, but after evaluating the real needs on the ground, we found that there were many wells that were unaffected and could be used. So instead of sending in more water, I requested that aircraft fuel be transported instead

to support privately-owned aircraft in the disaster area that could not fly due to a shortage of fuel. By supplying aircraft fuel, we facilitated the involvement of the non-governmental organisations in the relief and recovery operation, and multiplied the resources that could be availed to help the needy Indonesians."

No Ordinary Buddies



COL(RET) Sng at the re-organisation Parade of the now decommissioned 1st People's Defence Force (1 PDF)

For COL(RET) Sng, the OFE episode also demonstrated the close bond that he shares with his fellow officers and other staff – and this bond, he emphasised, is one of the main reasons why he chose to extend his service as a volunteer. When OFE was first activated, he had invited some of his NS officers to serve alongside him in Aceh. Even though they were under no obligation to do



COL (RET) Sng Cheng Keh with Brigade Sergeant Major MWO (then 1WO) Koh Kok Seng

so, they heeded the call. One was about to fly off to the United States for a business appointment while another was still recovering from a knee operation. Their selfless sacrifices were indeed inspiring. Even today, after having retired from military service, COL(RET) Sng is still very close to his officers and staff. They meet to run together every other Saturday, and gather to celebrate promotions and awards, as well as special occasions like Chinese New Year and birthdays.

COL(RET) Sng's ability to bond with his NS buddies has also served him well in his professional career. When the Severe Acute Respiratory Syndrome (SARS) hit Singapore in 2003, he was the Director of HDB's Industrial Properties Department and had to manage the closure of the Pasir Panjang Wholesale Centre as one of the measures taken to tackle the crisis. He recalled, "My staff were scared, and understandably so. We took all the necessary precautions and provided all the health and welfare support possible but the fear was still there. What could we do? We had a job that needed to be done. All I could do was to show that no one was exempt, including me. I went down to the Wholesale Centre, sat with my staff, and talked to the tenants. Like in the Army, I was with my 'men'. Whatever the task, you have to be willing to shoulder it together with your people."

A Family Affair

COL(RET) Sng's achievements, and his ability to balance the demands of NS and a civilian career, would not have been possible without the support and understanding of his family. "My in-laws and parents helped out with needs at home when I was busy with NS training," he shared candidly.

His passion for NS has also inspired his family to contribute to Singapore's defence in various ways. His wife, Mrs Lydia Sng Loo Kuan, is a valuer in civil resource acquisition exercises, and previously served as a member of the 3rd Committee to Recognise the Contribution of Operationally Ready NSmen to Total Defence (RECORD III). Underscoring the 'Fathers to Sons' theme of this year's NS45 celebrations, his three sons have also continued the proud tradition of upholding NS. Two of them are commissioned SAF officers and the other is a senior police officer. In their father, who won the NSman of the Year Award in 1996, they certainly have a worthy role model to look up to.



COL (RET) Sng's family portrait



Exchange of plaques between COL(RET) Sng, then Head of Civil-Military Relations for SAF OFE Task Force with Lieutenant-Colonel (LTC) Raja H Manalu, TNI Co-ordinator (Medan)



NS45 Showcase @Our Heartlands

Story by Bjorn Teo, Glen Choo and Wee Hong Shin

Photography by Dennis Wang, Vishnu Prem and Wee Hong Shin

The NS45 Showcase was officially launched during the Army Open House (AOH)@Our City held in late May. After AOH@Our City was concluded, the NS45 Showcase made its way to the three heartland locations of Tampines (2-3 June), Jurong (9-10 June) and Toa Payoh (16-17 June). During its heartland tour, the showcase drew large crowds (total 95,000 visitors) with various attractions, including performances by the SAF Music and Drama Company's Vocal Ensemble and the Singapore Civil Defence Force's Music and Performance Arts Club.

The Guests-of-Honour present were Minister for Education Mr Heng Swee Keat (at Tampines), Senior Minister of State for Information, Communication and the Arts, and the Environment and Water Resources, Mrs Grace Fu Hai Yien (at Jurong), and Minister for National Development, Mr Khaw Boon Wan (at Toa Payoh).



The two fists symbolise the two eras of NS spanning "From Fathers to Sons"



Mr Heng (back row, 6th from left) with Chief of Army, MG Ravinder Singh (4th from left), Commander 6th Singapore Division, BG Yeo See Peng (1st from right) and grassroots leaders at NS45 Showcase @ Tampines



Mrs Fu posting her words of encouragement for National Servicemen on the Pledging Commitment Board at the Jurong East Showcase

The NS45 Showcase was to commemorate the significance and importance of the passing on of National Service (NS) from the previous generation to the present one. The theme, "From Fathers To Sons", appropriately encapsulated the progress of NS over 45 years, and lent a personal touch to NS as a connector between a father and his son. The two eras are graphically symbolised by the father's fist, painted in the old camouflage pattern, touching his son's fist, in the new pixelised camouflaged scheme.

Visitors to the showcases were impressed by the various displays and found them to be very educational. Loh Mei Jun, who visited the Tampines Showcase said, "My perception of NS has changed through this showcase; I feel that I have a better understanding of NS now." At the showcase's Pledging Commitment Board, she wrote a simple message that said it all, "Thank you for defending Singapore."



Mr Heng interacting with the servicemen featured in the NS45 showcase and their families

Langovan Vengattarayalou visited the Jurong Showcase with his family. He shared, "By being here, and seeing this firsthand, we can learn how NS has evolved and how it works today." After viewing the displays, his son Armanath is now more excited about serving NS in the future. He said, "The showcase explains how National Service has contributed to our nation's growth. I look forward to learning and seeing new things when I am in service."

Armanath was not the only one whose interest in NS was piqued after visiting the showcase. Abu Ubaidah,

a Secondary Three student from School of Science and Technology, Singapore, said, "Through the showcase, I have gained more knowledge regarding NS, and I now know what to expect when I enlist in the future."

Mr Seow Kok Boon and his son, PTE Seow Yong Zhi, who were featured in the NS45 Showcase, were present at the Toa Payoh Showcase. Mr Seow revealed how his son has changed after enlistment, "Now he is more appreciative at home and helps out with various tasks. He has also gained more respect from the family." PTE Seow added, "I've learnt quite a lot about what the Army is all about. I have grown stronger mentally, and I have also become more resilient to challenges."



Mr Khaw Boon Wan opening the NS45 Showcase at Toa Payoh



At Jurong, visitors were able to learn more about the various equipment used in the Army



The Vocal Ensemble from SAF MDC performing for members of the public at Toa Payoh

SSBR / AHM 2012

Recognising Formation and NS Unit Achievements

Formation Achievement Award

Awarded to the top three formations with the highest participation rate for registered personnel who complete the 10-km route within one hour 15 minutes or the 5-km route within 35 minutes.

NS Unit Achievement Award

Awarded to the top three NS units with the highest total mileage clocked for registered personnel who complete the 10-km or 5-km route within the time of one hour 15 minutes and 35 minutes respectively.

Online Registration for SSBR/AHM 2012



Online registration can be done at <http://safra.sg/sbr>

Registration for the SSBR/AHM will be done through the Internet. Participants must register individually and use the promo codes issued to their respective formation representatives or G8 for NS units. Registration is free when the promo codes are used.

On the registration website, Army personnel must select the SAF Army Personnel ONLY category. They will need to log in with their promo code. The online registration will require them to provide the necessary personal particulars and complete a brief medical questionnaire. This only serves as a self-administered check. Personnel above age 35 as of the day of the run are required to be medically screened in accordance with the SAF Health Screening Programme stipulated in HQMC Health Care Directive HC-21.

5 Km or 10 Km?

All uniformed personnel who are required to take their annual Individual Physical Proficiency Test (IPPT) are eligible to participate.

Full-time National Servicemen

NSFs in their first year of service will participate in the 5-km event, while those serving their second year will take part in the 10-km category.

Regular Servicemen

Servicemen in the units will take part in the same category as their NSFs.

All other servicemen from General Staff departments, formation, division, SSSO and brigade HQs, base HQs, Camp Commandant Office, SSUs, training schools and institutes and HQ NCC will participate in the 10-km run.

NSmen

They can choose to run the 5-km or 10-km route in support of their unit's effort in the NS Unit Achievement Award.



Preparation for the Run

It is always good to commence training early, especially if you are not a seasoned runner. If you have not started your training yet, do not fret! In collaboration with the event organiser, we are proud to bring you a simple programme to help you get ready for that big day.

Training plans are provided for both the 5-km and 10-km runs. The 5-km training plan takes three weeks while the 10-km one requires an additional week and includes exercises and interval training to cope with the demands of a longer distance.

Be safe and enjoy your run!

5 km (3 weeks)

Week	Session 1		Session 2		Session 2		Weekly Mileage
	Distance	Timing	Distance	Timing	Distance	Timing	
1	3 km	<21 min	3 km	<21 min	3 km	<21 min	9 km
2	3 km	<21 min	3 km	<21 min	4 km	<21 min	10 km
Race Week	2 km	<14 min	2 km	<14 min	Rest	-	4 km

10 km (4 weeks)

Week	Session 1		Session 2		Session 3		Weekly Mileage
	Distance	Timing	Exercise	Sets	Distance	Timing	
1	3 km	<19 min 30 sec	4 km	<26 min	5 km	<32 min 30 sec	12 km
2	5 km	<32 min 30 sec	a. VRE * b. Interval Training 30:60	2 - 3 4 - 6	7 km	<45 min 30 sec	12 km
3	5 km	<32 min 30 sec	a. VRE * b. Interval Training 30:60	2 - 3 4 - 6	9 km	<58 min 30 sec	14 km
Race Week	3 km	<19 min 30 sec	a. VRE * b. Interval Training 30:60	1 - 2 2 - 4	Rest	-	3 km

* VRE: Vocational Related Exercise

NDP 2012

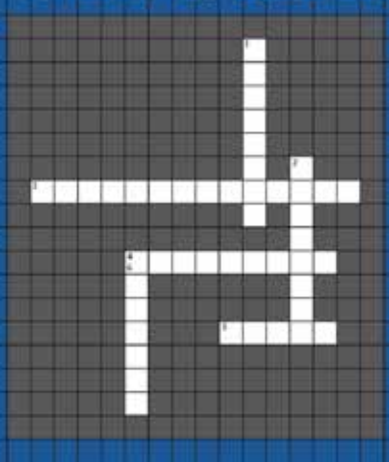
Singapore will celebrate its 47th birthday this year with the National Day Parade at the Marina Bay Floating Platform. You can look forward to new attractions, such as the highly anticipated inaugural Enhanced Aerial Flypast, and other perennial favourites that have enthralled spectators in the past. See you there!



Quiz

JUNE 2012/ ISSUE 201

CLOSING DATE: 22 AUGUST 2012



Across

3. The SAF Detention Barracks enforce effective deterrence and run _____ programmes
5. One sacrifice made by SAF servicemen deployed for overseas missions is spending long period of time away from their _____ ones.
6. The SAF Forces Central Welfare Fund Bursary Award provides _____ assistance to needy children of SAF servicemen.

Down

1. The National Education Gaming Competition, an inter-school gaming competition, aims to engage youths and promote _____ Education.
2. The new CWO rank represents the _____ of the Warrant Officer Corps
4. The theme for NS45 is "From _____ To Sons"

1. This contest is open to all Army personnel except the executive staff of Army News Section.
2. Each person is allowed one entry.
3. Prizes are not exchangeable for cash. Winners can either collect their prizes from Army News or arrange for mail delivery.
4. The judges' decision is final. Please send us your entries via mail or email us at armynews@starinet.gov.sg.
5. Prizes not collected within a month of notification will be forfeited.

APRIL / Issue 199 Quiz Answers

- Answers:
1. LOVING
 2. MOTORIZED
 3. ASPIRATIONS
 4. PARADE
 5. NATIONAL
 6. MUSCLE

APRIL / Issue 199 Winners

- | | |
|----------------------------|-----------------|
| 1) CPL GABRIEL WOON | NRIC: SXXXX887Z |
| 2) 3SG KOH KEY HOW ERIC | NRIC: SXXXX878B |
| 3) 2SG (NS) GARYB LOW | NRIC: SXXXX860A |
| 4) LCP (NS) NICHOLAS WONG | NRIC: SXXXX098F |
| 5) CPL (NS) YEO BUCK KWANG | NRIC: SXXXX729F |

Rank / Name:

Unit:

NRIC:

E-mail:

Contact No.:

Send us the correct answer and win a pair of Golden Village movie vouchers. There will be 5 winners!



Mission to Afghanistan 1999, UN Ops, UNTACT (Timor Crisis) 1999, UN Ops, HADRIS (Crisis) 1999, Earthquake Disaster Relief, Taiwan 1999, Around Pasirbarru Mission, INTERFET (Timor Crisis) 2000, Earthquake

EVERY SOLDIER A LEADER



2005, Earthquake Disaster Relief, Palau Nias 2005, Earthquake Disaster Relief, Central Java 2006, UN Ops, UNMIT (Timor Crisis) 2006, UN Ops, UNMIN (Nepal) 2007, Reconstruction Mission to Afghanistan (For Civilians)

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9 Sept sunday

Competitive Category	Registration Fees (fees exclude 7% GST)	
	Early Bird Period (1 Jun - 24 Jul) Normal Period (25 Jul - 10 Aug)	
	SAFRA Member	Public
21km Army Half Marathon	\$38 / \$45	\$48 / \$55
SAFRA 10km Race	\$28 / \$35	\$33 / \$40
Non-Competitive Category	SAFRA Member	Public
SAFRA 5km Fun Run	\$12 / \$12	\$16 / \$16
Dads For Life 800M Father & Child Challenge	\$6 / \$8	\$6 / \$8

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www.safra.sg/sbr

New!

NS Unit Achievement Award!

- NSmen may run in the 5km or 10km races as part of your unit!
- Ask your commander or G8 for more details, & register using your unit promo code now!

Event Organisers

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