

prisonnews

CAPTAINS OF LIVES
REHAB • RENEW • RESTART

*Thank you all COsLs
for a fruitful 2023!*



Dear Readers,

As we welcome 2024, we're excited to share the latest edition of Prison News in a refreshed format. This new format aims to provide you with reader-friendly, engaging and informative content, featuring streamlined articles and more pictures that capture our memorable moments with the Singapore Prison Service.

Themed around **appreciation**, this edition is a celebration and affirmation to the hard work of our staff and partners. We hope that reading this edition sparks memories of the impactful work done and reinforces our continued commitment as Captains of Lives!

RO2 Justine Mok
Editor, Prison News

Contents

- 01 Editor's Note
- 02 SPS Wrapped 2023:
Key moments that defined our years!
- 04 Key Upcoming Events in 2024!
- 05 Staff Appreciation Night 2023
- 06 Directorates' Well-Wishes
- 11 Trifactor Challenges 2023
- 16 Featuring Our Captains of Lives
- 18 Volunteers and Community Partners Appreciation

Editorial Team

ADVISOR

DAC Soh Yen Li

CHIEF EDITOR

DSP2 Ravin Singh

EDITOR

RO2 Mok Huiting Justine

SUB-EDITOR

RO2 Jolene Ngo

REPORTERS

RO2 Muhammad Asfadly Aspar

RO2 M Saddiq Mohamad

RO2 Gan Zi Xing

RO2 Ng Chee Wai Melvin

RO2 Xavier Tan

RO2 Mo Fujie

MX12 Lee Rui Kang Dylan

HTS12 Ch'ng Wei Lin, Charmaine

MEDIA SUPPORT

MX12 Cheryl Ong Liyu

MX13 Suriyani Abdul Rahman

PUBLICATION CONSULTANT

Oxygen Studio Designs Pte Ltd

FEEDBACK

thePNeditor@pris.gov.sg



SINGAPORE
PRISON SERVICE

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#tbt SPS Wrapped 2023

Key moments that defined our year!

Reported by RO2 Gan Zi Xing



Release of 2023 GCE O-Level Results at Prison School

Inmate students at Prison School received GCE 'O' Level results, showcasing SPS's role in providing academic opportunities for rehabilitation. Education behind bars enhances inmates' employment prospects post-release, contributing to successful reintegration into society.

JAN

FEB



NITEC Graduation Ceremony 2023

The NITEC in Business Services Graduation Ceremony marked the completion of a year-long program for graduating inmates. The curriculum, covering modules like Social Media Marketing, Sales Technique & Engagement, and Customer Service, ensures relevance in a dynamic society and economy. Graduates gain opportunities in diverse industries, including retail, food and beverage, administration, or tele-sales, and can pursue higher education with Diploma or Higher NITEC programs.



MAR

Yellow Ribbon Art Exhibition 66th Commission on Narcotic Drugs

The Yellow Ribbon Art Exhibition at the United Nations Commission on Narcotic Drugs showcased our drug rehabilitation approach and the reintegration of recovering individuals into the community. Featuring artworks created by recovering and rehabilitated drug abusers, it emphasised the significance of strong community support for maintaining drug-free and productive lives.



APR



Launch of Desistor Network

The Desistor Network facilitates successful reintegration for ex-offenders by offering mentoring opportunities and mutual support. Through shared life experiences, desistors sustain motivation, strengthen conviction, and cultivate positive mindsets crucial for long-term desistance.

MAY

SPS-YRSG Corporate Advance 2023

"Themed 'Forward Corrections: Strengthening Partnerships,' the 2023 Corporate Advance welcomed over 600 attendees, and emphasised community collaboration for long-term desistance of inmates and ex-offenders. The event also featured the launch of the book 'Correctional Rehabilitation and Psychological Interventions in Singapore: Practitioners' Experience in Singapore Prison Service,' capturing anecdotal experiences of working with different offenders from Psychologists and Correctional Rehabilitation Specialists."



Yellow Ribbon Culinary Competition 2023

In partnership with the Singapore Chefs' Association(SCA), the Yellow Ribbon Culinary Competition showcased the culinary talents of inmates seeking careers in the Food and Beverage (F&B) sector. With mentorship from SCA chefs, participants refined their culinary skills and palette, paving the way for career advancement and expanded prospects in the industry.



JUN

JUL

CARE Network Summit 2023

Themed "Desistance in the CommUNITY", the event emphasised the need for the community to support ex-offenders in their reintegration journey towards long-term desistance from crime. The CARE Network brings together community partners and government organisations to work towards better reintegration and rehabilitation of ex-offenders. The Summit, conducted in a hybrid format, attracted over 100 virtual attendees from all over the world.



AUG

Asian Prisons Lockdown Challenge 2023

The 2023 Asian Prisons Lockdown Challenge featured specialist teams from correctional agencies in the Asia-Pacific region, competing and benchmarking tactical capabilities. Participants included teams from Hong Kong, Malaysia, Macau, Brunei, Thailand, South Korea, and first-time participants from Australia (New South Wales). The challenge involved 9 teams, including two from SPS, with over 60 participants.



International Correctional Leadership Programme 2023

Singapore Prison Service launched the inaugural run of the International Correctional Leadership Programme (ICLP), the first-of-its-kind in the Asia Pacific region. Correctional leaders from 13 countries participated in the programme, which aimed to strengthen the correctional network of the region and offer a platform for participants to share evidence-informed practices in the rehabilitation and reintegration of offenders.

SEP

OCT

SPS Correctional Practice and Research Symposium 2023

Held at the Suntec Convention Centre, over 350 attendees comprising SPS staff and other agencies came together to share efforts in promoting desistance and reducing the five-year recidivism rate. The Symposium aimed to encourage research collaboration with the Correctional Science Research Network and share best practices by Singapore Prison Service staff and local community partners.





National Youth Achievement Award (NYAA) Ceremony 2023

The theme for the NYAA Ceremony 2023 was 'Inspiring Hope Through Kindness'. Participants were encouraged to explore different ways they could give back to society, regardless of their circumstances, and focused on the spirit of serving and helping others. NYAA participants also took part in the Yellow Ribbon Prison Run to show support for the Yellow Ribbon cause. They clocked 6km each during their regular yard sessions, and \$10 was donated for every km covered. Through their collective efforts, more than \$8,000 was contributed via the NYAA programme. They also designed festive cards for beneficiaries from Moral Welfare Home and Play.Able.



Home Team Festival 2023

SPS's display at the Home Team Festival showcased our commitment towards ensuring the safety and security of our prisons, and effective inmate rehabilitation. Through interactive exhibits and engaging presentations, we showcased our comprehensive range of operational vehicles and equipment, and offered visitors a simulation of the prison environment, allowing them to better appreciate SPS's efforts in corrections.

DEC



It's a WRAP!

Thank you to all Captains of Lives for an incredible year. Your unwavering commitment to SPS' vision and mission contributed greatly to the successes we've had this year. These would all not be possible without you. As we step forward into the new year, let us carry forward this spirit of dedication, resilience, and passion to fostering change and making a lasting impact to the lives of those under our care.

NOV

Key Upcoming Events in 2024!



THROUGHOUT THE YEAR

Yellow Ribbon Project 20th Anniversary Events

The Yellow Ribbon Project (YRP) commemorates its 20th anniversary in 2024. YRP remains committed to creating an inclusive society, beyond second chances. Over the past two decades, the project has empowered ex-offenders to break away from the "second prison". As the project celebrates the milestones achieved in the past 20 years, a series of events will be organised throughout the year to rally support for a more inclusive community for the next 20 years and beyond!

Date	Event
31 Jul 2024 - 01 Sep 2024	Moving HeARTS in the City
01 Sep 2024	Yellow Ribbon Prison Run
17 Oct 2024	Celebrating 20 Years of 2 nd Chances Concert

Scan or click the QR code to watch the YRP 20th Anniversary Brand Film:



APR 2024

SPS-YRSG Corporate Advance 2024

The annual SPS and YRSG Corporate Advance will be held on 30 April 2024. Themed "Forward Corrections: Beyond Second Chances", this year's Corporate Advance unveils the 'Corrections 2030' framework. Building on the strong foundation of Corrections 2025, Corrections 2030 will continue to harness the strong collaboration between SPS, YRSG and community partners to uplift the lives of inmates and their families for a safe and inclusive society without reoffending.

With 2024 being the 20th anniversary of YRP, a three-volume commemorative e-publication will be published throughout the year. The SPS-YRSG Corporate Advance will mark the launch of the first volume, titled "Unlocking the Second Prison". This volume will cover the history of YRP. The second and third volumes titled "Celebrating Second Chances" and "We Are Each Other's Second Chances" respectively will be launched later this year. Do look out for these launches!

SEP 2024

International Corrections & Prisons Association (ICPA) Annual Conference

SPS will be organising the ICPA Annual Conference 2024! Themed "Enabling Desistance; Beyond Recidivism", the conference provides a platform for correctional agencies and professionals from around the world to exchange knowledge and best practices in corrections and strengthen network to improve the future of corrections.

Look forward to these exciting upcoming events in 2024!

Staff Appreciation Night 2023

Reported by RO2 Melvin Ng

→ On the evening of October 6 2023, staff from the Singapore Prison Service (SPS) gathered for the Staff Appreciation Night (SAN). The event aimed to create an atmosphere of glamor to honor all staff and officers who tirelessly dedicate their time and efforts to the organisation.



Themed “**Glitz and Glam**”, officers had the opportunity to suit up and enjoy an evening of respite from the demands of their daily work and lives. It was refreshing to see familiar faces outside of the usual office environment, dressed in a casual and celebratory manner. The change in attire and the setting of the event encouraged open and candid conversations, nurturing a deeper sense of connection among colleagues.

The curated programme of entertainment and activities, led by an engaging and lively emcee, injected an entertaining dimension into the evening. Laughter and joy filled the atmosphere. One activity which stood out involved full participation from everyone at the table, challenging several individuals to execute specific poses collectively.

Beyond the festivities, SAN emphasised the importance of work-life balance and recognised the value of taking a break from the routine grind. Celebrating life’s achievements, sharing laughter, and building stronger connections with colleagues are essential elements in fostering a positive and healthy work environment.



Commissioner of Prisons Ms Shie Yong Lee also took the opportunity to acknowledge the significance of celebrating the staff and appreciated the support provided by family members. This event was an appropriate occasion for Commissioner to extend SPS’s deepest gratitude and appreciation to our retiring officers who have made a lasting impact on the organisation through their years of dedicated service.

Though SAN 2023 has come to a close, we are already looking forward to the next SAN where we can celebrate both individual and collective successes in a relaxed and festive setting.



Directorates' Well-Wishes

Reported by HTS12 Charmaine Ch'ng

→ 2023 has been a year marked by new initiatives and achievements for SPS. Thanks to the unwavering dedication and tireless efforts of our COLs, we have achieved our commitment to excellence. As the year draws to a close, let's celebrate the collaborative spirit that fuelled our successes and hear from our Directorate members who have prepared their meaningful words of thanks!

“

Dear Captains of Lives.

2023 has been a busy and fruitful year. The year was not without its fair share of challenges. I am grateful for the contributions and sacrifices all of you have made to support SPS's mission. Every COL, at the frontline or staff units, has contributed to the overall success of SPS and the well-being of our colleagues. Thank you for serving with purpose, courage and care, as one SPS family. Wishing you and your families good health and an even better 2024! Let's continue to inspire everyone at every chance!



DC Gr 7 Shie Yong Lee
Commissioner of Prisons

“

T&TD colleagues.

A massive shoutout to each one of you rockstars in T&TD! Your quiet brilliance, ingenious problem-solving skills, unwavering commitment, and all-around awesomeness have made working together as a team such a joy. You are the ones helping to keep the lights on at night and the way you navigate challenges is truly remarkable. Thanks for bringing the fun to our tech adventures! Let's keep this party going and continue our journey of excellence together.”



AC Gr 9 Soh Beng Koon
Director, Transformation & Technology Division

“

Dear Cluster-Bees.



As I reflect on the year that just passed, I count the many blessings that came my way. Among the many blessings, I am extremely grateful to the Cluster B management team and all Cluster B staff who have played their part in making Cluster B a wonderful place to work in, and

one where we can inspire each other to do our best daily.

Since I was posted to Cluster B in April last year, I have witnessed how Cluster B officers have been agile to adapt to the changes in the categories of inmates we manage, the disruptions to operational routines due to the various on-going life cycle management projects, challenges we face at work while each of us continue to work at being a parent, a spouse, a significant other or a child ourselves while continuing to maintain a positive attitude and resilient mindset. I also had many opportunities to witness how while we work hard, we also play hard and are ready to let our hair down (figuratively speaking for some of us) when the situation calls for it.

Indeed, thanks to all Cluster B officers for making work fulfilling and still so enjoyable (after so many years) for me and overcoming our challenges together.”

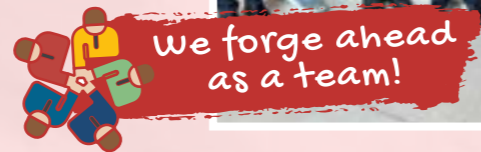
AC Gr 9 Ong Pee Eng
Commander, Cluster B



“

Dear ID, IITs and IDO colleagues,

Although I have only recently taken over this role, I had previously worked with members of my division in my previous posting. Hence, I am aware of your contributions to SPS and the Home Team. I wanted to take this moment to appreciate and thank you for your hard work and unwavering commitment to excel in your work, despite the ever-challenging operating environment. In the coming years, we will continue to inspire each other as we forge ahead as a team, and we will continue to make impactful contributions to SPS and the Home Team.”



DAC Gr 9 See Hoe Kiat
Director, Intelligence Division

“

Dear Cluster A-ians,

Being a COL is not always smooth sailing. Some days can be challenging, some days a little more rewarding. In my chats with many of you, your care, resilience, fortitude to do your best nonetheless, and be better with your team, even as the going is tough, is palpable, admirable, inspiring. Indeed, ‘Alone we can do so little, together we can do so much more’.

Thank you, men, and women of Cluster A, for your dedication and hard work to grow and live out the meaning and value of COL work. Let’s continue to make Cluster A and SPS the awesome place to nurture and grow ourselves and others. Let’s continue to be the exemplary and inspiring COLs that we and everyone else can be proud of.”



AC Gr 9 Foo Ee Lin
Commander, Cluster A

“

Dear Team Courageous,

Over the past year, our achievements have been significant – from increased engagement hours for DRC inmates to improved disciplinary outcomes for RT inmates, and much more. Through ongoing dialogues with our staff, we’ve gained a deeper understanding of their concerns, leading to the implementation of various initiatives enhancing staff welfare, work processes and environment.

On behalf of the Cluster C Management team, I extend my heartfelt gratitude to all Cluster C staff for their unwavering dedication, commitment, and trust in us! As we move forward, I am confident that together, as One Team Courageous, we will reach even greater heights. Cheers to our collective success!”



DAC Gr 9 Ricky Eu
Commander, Cluster C

“

Dear Truth-Finders,

A BIG Thank You for unwavering dedication and commitment to uncover the truth in every case that you investigate! Your efforts in ensuring fairness and upholding justice have brought about good order & discipline in SPS. Also thank you for embracing changes with an open mind and adaptability. Cutting work and streamlining processes will not be possible without your support and willingness to change. Let’s keep navigating the evolving environment and making a difference!”



DAC Gr 9 Lam Mong Teng
Director, Investigation Division

“

Dear Ex Firestriker-team,

I want to express my gratitude towards the EX FIRESTRIKE-team who planned and executed the exercise on 12 Oct 2023 despite facing a difficult time a week before the exercise. The team had been planning the exercise with HQ Units, Cluster ground units, and other HTDs (SPF & SCDF) for around five to six months and was ready to conduct the exercise as planned. Despite the difficult time, the team soldiered on and successfully completed the exercise and evaluation by MHQ.”

SAC Gr 8 Benjamin Chia
Director, Operations Division



“

Dear RRDians,

As we look back on 2023, I hope that you are as proud as I am of the work that you have done. Whether it is front-facing work with our partners, or more unassuming (but no less important) work to ensure that programmes run smoothly, that inmates get emplaced on CBP, or that policies remain relevant, you have shown how committed you are in getting the job done.

Thank you for making a difference in the lives of inmates, ex-offenders, and their families.”

AC Gr 9 Caroline Lim
Director, Rehabilitation & Reintegration Division



“

Dear OSC colleagues,

I would like to express my heartfelt appreciation and gratitude to each of you for the unwavering commitment to SPS. The hard-earned knowledge and experience that each of you brings to your roles makes a difference, not only to SPS but also to the lives of the people we serve. You have shown remarkable strength, adaptability, and resilience in tackling the various personal and professional challenges along the way.

As we move forward together, let us continue to foster an inclusive and supportive environment where ideas can flourish, collaboration can thrive, and personal and professional growth can be nurtured.

Thank you and keep up the amazing work!”

DAC Gr 9 Tan Eng Keong
Commander, Operations and Security Command



“

As the year draws to an end, I wanted to thank all our officers, both uniformed and civilian for the work done in 2023 - the teamwork, dedication and passion in contributing to our mission of keeping Singapore safe and our vision of a society without re-offending. Wishing you a restful and peaceful year-end with your families and loved ones.”



SAC Gr 8 Rockey Francisco Junior
Deputy Commissioner (Policy & Transformation) of Prisons

“

SDDians.

My utmost appreciation to each of you SDDians. Your hard work and dedication over the past year has been nothing short of inspiring. From successfully launching the new PrisHealth Framework, levelling up our SPS Coaching Culture through countless Coaching Training sessions, building strong partnerships with institutions of higher learning and breaking new grounds to attract talents, working tirelessly to ensure all day-to-day HR processes are in order, overcoming challenges arising from people, process and system, all of you persevered to serve SPS well. Your contribution has truly made a difference. I look forward to another fruitful year ahead as one SDD.”



We look forward to another fruitful year ahead as one SDD!

MX 9 Floratte Chew
Director, Staff Development Division



Towards 2030 and beyond!

“

I’m excited to return to SPS and work alongside COLs who Dare and Care! Kudos to the hard work and synergy over the last year.

We have achieved so much together with YRSG! Am proud to wear the uniform again and looking forward to working alongside COLs to bring Corrections towards 2030 and beyond!”

SAC Gr 8 Matthew Wee
Deputy Commissioner (Operations & Rehabilitation) of Prisons

“

To my favourite people, the COMC-ians.

100 YOU are the DREAM TEAM!

Dynamic, fluid, exciting, spark joy, are words that can be used to describe the work and achievements that we have done and gotten over the last year. The same words can also be used to describe the environment that we work in, especially in the community. These words also describe who YOU are. Thank you for journeying together in the aftercare sector, always pressing on and never giving up, standing hand in hand to grow community corrections. YOU are the DREAM TEAM.”



AC Gr 9 Karen Lee
Director, Community Corrections Command

“

Dear CCSD Colleagues,

Thank you for your dedication to excellence!

I want to extend my sincere appreciation to members of our versatile division that manage both corporate communications and service quality. Your dedication to excellence has been truly inspiring. We’ve achieved many milestones and deserve to be proud of our successes. We launched the Community Relations Management System and organised the first Short-Term Immersion Programme to SPS. We’ve successfully transited to a new social media partnership and onboarded more staff TikTokers. We have enhanced media coverage in many key areas and coordinated visits and corporate engagements in support of key events such as ICLP and YRP.



All these would not have materialised without your hard work. Recognising that we have two distinct yet equally essential functions, your collaborative efforts have significantly contributed to SPS’s success. Thank you for your hard work and the positive impact you’ve made.”

DAC Gr 9 Soh Yen Li
Director, Corporate Communications & Service Division

“

Dear PCRD Colleagues,

You have shined brightly in 2023!



The uniqueness of the SPS specialist, both Correctional Rehabilitation Specialists and Psychologists, is our value in advancing rehabilitation in SPS through our approach as scientist-practitioners as well as the use of the person of the specialist. The use of evidence to inform, validate and advance practice has made all of you a formidable force! But what gives power to the evidence and the practice is truly the person of the specialist. In whatever you do, be it assessment, delivering treatment, conducting training, innovating, influencing other professionals, or working with one another, you have shined brightly in 2023! For all your effort, passion, and commitment, I wish to express my gratitude to each of you and say that I count it an honor to be serving alongside you. Love you all.”

HTS 9 Karam Singh

Director, Psychological & Correctional Rehabilitation Division

“

Fellow L&FD colleagues,

#PositiveEnergy



Appreciate the outstanding and dedicated service you bring to the workplace. Despite the heavy workload and challenges faced, your commitment to fill our division with love and fun has brought out positive energy and the best in all of us! Thank you and looking forward to another fulfilling year.”

AC Gr 9 Loh Teck En

Director, Logistics & Finance Division

“

Dear SPD colleagues,

Teamwork makes the dream work. Here’s to the dream team, the SPDians!

To the OP&D team, thank you for making things happen from organising retreats & Employee Engagement roadshows to charting SPS’ future with Corrections 2030!

To the Resource Planners, thank you for always thinking ahead of SPS’s needs and how we can be best resourced.

To the Data Team, kudos for pushing SPS further on our data journey with new data collaborations with our partners and always exploring the next frontier on the usage of data (think iSAFE, e-letters sentiment analysis)!”

DAC Gr 9 Patricia Tung

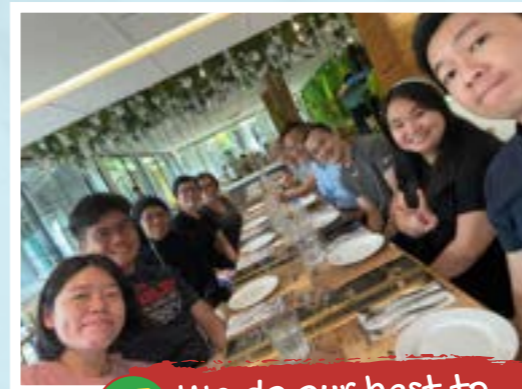
Director, Strategic Planning Division

Teamwork makes the dream work!



“

Fellow RMAD colleagues,



We do our best to value-add to SPS!

Being new to the team and unfamiliar with the work, I have lots to learn from my team. I appreciate your patience in bringing me up to speed on the work of our division. I would also like to thank all of you for making me feel welcomed. Together with my team, we will do our best to value-add to SPS and our fellow Captains of Lives.”

AC Gr 9 Rafidah Suparman

Director, Risk Management & Assurance Division

A big thank you to all our Captains of Lives



TRIFACTOR CHALLENGES

2023

Cluster A Alpha Ultimate Challenge Shield

ENCOURAGING HEALTHY LIFESTYLE WITH HEALTHY COMPETITION

Reported by RO2 Jolene Ngo

→ To encourage participation in fitness activities and sports, the Cluster A Health Promotion Committee introduced the Alpha Ultimate Challenge Shield. Points would be awarded for participation in the Challenge Shield events and winning teams awarded additional bonus points. The points would be collated and the winning unit in Cluster A would receive a trophy and other rewards. Now that we are nearing the end of 2023, let's do a quick recap on the fitness activities that our Cluster A colleagues have participated in this year!

Cluster A kickstarted the challenge with a lively game of Laser Tag! Not only did our colleagues get some exercise while running around, but they also honed their teamwork and communication skills.

While staying active is important, good mental and spiritual health is key to our overall well-being. To drive the importance of spiritual well-being across to our colleagues, the committee introduced our colleagues to Yoga. The dedicated Yoga instructors guided our colleagues in movements and breathing patterns designed to relieve stress after a tiring day of work.



While staying active is important, don't neglect our mental and spiritual health!



Over 200km were clocked in 40 minutes by officers from Cluster A, Cluster B, OSC and HQ!

Next up, the Walk for Rice event was conducted around Changi Prison Complex. In addition to encouraging exercise, the Walk for Rice event also rallied support for disadvantaged persons in Singapore. For every 300m clocked by staff, Fairprice Foundation pledged to donate 1 bowl of white rice, 1 bowl of brown rice and 1 bowl of oatmeal to their beneficiaries. It was heartening to see staff from other units join Cluster A in our efforts to do our best for charity!



DYC Cluster A sounds the horn to kickstart the walk!

We also cannot forget the many PSRC events that our staff participated in! Our awesome colleagues have shown teamwork, perseverance, and true sportsmanship in these various events. Exercise does not only benefit individual persons. When done in a team, it improves team bonding and general well-being. Let's all stay motivated to remain active in 2024!



Cluster B Staff Showcase Athletic Prowess during Trifactor

UNITY AND TEAM SPIRIT

Reported by RO2 Xavier Tan

→ In a remarkable display of camaraderie and athleticism, Cluster B officers participated in a sports event that brought together individuals from various institutions. The event, held from 11 September 2023 to 15 October 2023, served as a platform for fostering team spirit, promoting physical well-being, and strengthening the bond among colleagues.

The sporting extravaganza featured a range of competitive activities, from track and field events to team-building challenges like tug-of-war. The objectives were to determine the champions and to promote fitness and sportsmanship. The atmosphere was charged with friendly rivalry as participants showcased their physical prowess and strategic thinking.

This year's Trifactor allowed staff to contribute to their institution by uploading their personal workout progress and participating in team-based activities organised by their institutions. The event ended with Institution B2 coming in 1st place, B1 at a close 2nd place and B3 coming in 3rd place.



RO2 Andika Arjuna from Institution B2 shares more about his experience from Trifactor 2023!



RO2 Andika (most left) participating in tug of war with his team.

“ Upon learning about Trifactor, I was excited for its team-based fitness activities and the added competitive element. Trifactor effectively broke the monotony of work in Cluster B, encouraging staff to engage in healthy physical activities and fostered unity through inter-institutional games. As a part of the organising committee, our main challenges involved developing an intuitive scoring system and striking a balance between participation and daily operations. Looking forward, I'm excited about the potential of continuing Trifactor in Cluster B, possibly extending its duration to promote a sustained and healthy lifestyle among staff.”

Cluster B's Trifactor highlights SPS's commitment to promoting employee well-being by building a cohesive and supportive work environment. Good job to everyone and let's continue to stay active together!

Cluster C Tri-Factor

BUILDING BONDS AND CONTRIBUTING BACK TO SOCIETY

Reported by RO2 M Saddiq

→ Cluster C's Health Lifestyle Committee organised the inaugural Tri-Factor which spanned the entire month of September. Tri-Factor was designed to fortify camaraderie, promote a culture of staying active, and nurture bonds within Cluster C.

Tri-Factor seamlessly blends various sports disciplines into a unified challenge, encompassing running/walking, swimming, and cycling. This initiative garnered enthusiastic participation from over 150 Cluster C staff, resulting in a collective distance of 6,324km covered through 1,120 workouts!

Incorporating unique bonus points that emphasise teamwork and community engagement, the Tri-Factor initiative motivated participants to record their mileage while participating in the at the Yellow Ribbon Run and Beach Clean-up event, to further foster a spirit of collaboration.

As we reflect on the success of the initiative, we express gratitude to all Cluster C participants for their steadfast support. We look forward to Tri-Factor again next year, to continuously promote a healthy and connected community within Cluster C!



OSC Unveils Trifactor Challenge

**BOOSTING FITNESS AND FUN
IN THE COMMAND #STAYFITTOGETHER**

Reported by RO2 Muhamad Asfadly Bin Aspar

→ Here's the fitness scoop from the Operations and Security Command (OSC)! We are putting a twist on promoting healthier lifestyles among officers and proving that fitness is more than just a requirement - it's the path to overall wellbeing. OSC's Trifactor team introduces another year of the 'OSC's Trifactor Challenge 2023', a mix of physical endurance tests and engaging activities.



The Trifactor Challenge isn't solely about recording personal bests in running, cycling, and swimming. It serves up a variety of invigorating activities designed to coax officers out of their comfort zones and take up physical activities with greater enthusiasm.

As part of the challenge, officers can accumulate points through their personal workouts and participation in activities. The 'Captain's Ball' game proved to be a highlight as it demanded teamwork, agility, and strategic thinking. Participating in such sports activities elevates physical prowess and enhances mental agility, helping officers to gain holistic benefits from their workout.



Together as one OSC, we can achieve anything!



OSC Officers proud of their achievements after a fun filled walk-a-Jog.

The challenge also included a 'Walk-a-Jog' at Pasir Ris Park. It was a refreshing, nature-drenched workout for all who participated! The serene natural settings provided officers with a respite after working hard and underscored the importance of exercising in nature.



Another exciting event was cycling at East Coast Park. Officers enjoyed the low-impact exercise, accompanied with picturesque coastal views. Officers were able to improve endurance and strength while experiencing the calming sounds and sights of the sea.

The challenge concluded with the 'Commander's Run' around Changi Prison Complex, a rigorous activity designed to push the stamina and endurance of the officers. This run also pushed officers to challenge their limitations and aim to do better for their annual Individual Physical Proficiency Test (IPPT).



'OSC's Trifactor Challenge 2023' represents OSC's commitment to fostering a culture of regular physical activity. It prepares officers to face IPPT confidently, reinforcing the belief that a fit body is a resilient body. Through such initiatives, OSC continues its mission to maintain its officers in prime physical condition. We are looking forward to conquering next year's challenge with better personal bests and exciting activities! Bring it on!

COMC Trifactor Challenge

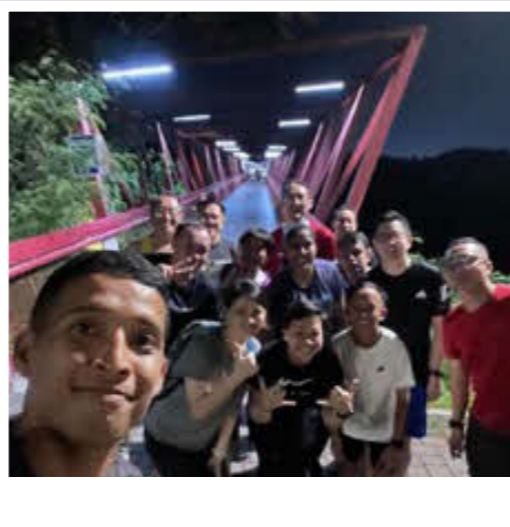
FORGING ENDURING CONNECTIONS

Reported by **MX12 Dylan Lee**

→ **Community Corrections Command (COMC) also embarked on our own Trifactor challenge from August to October 2023! The Trifactor united staff in a blend of physical activities and team bonding. The different divisions raced against each other to earn points on the leaderboard, while forging enduring connections. Let's hear directly from our passionate staff members about their Trifactor experience!**

“

As we strolled through the dimly lit paths of Punggol Waterway Park, laughter and friendly banter strengthened connections among the staff of Institution S2. We shared stories and got to know each other on a deeper level. The night walk not only served to earn points for the Trifactor Challenge but was also a team-bonding experience. With each step, we felt a renewed sense of togetherness and support. As the walk concluded, we gathered around for a delicious supper, relishing the flavours and cherishing in the shared memories of the night. This unforgettable experience forged friendships, strengthened bonds, leaving us with a lasting sense of fulfilment and unity.”



Jonathan Lin, Assistant Director Internal Operations
(Operations and Security Branch & Institution S2)

“

Team CHH's Trifactor walk around Changi was an enlightening journey, debunking myths with factual stories and fostering camaraderie among COMC units. This shared bond will enhance collaboration, understanding, and rapport in our professional endeavors. As the saying goes, "One can do great things, but with many, we can do greater things and achieve greater heights together." One COMC!"

Muhammad Syukur Bin Zulkepri, Reintegration Officer
(Community Corrections (Halfway House/Home Detention))

“

One of my all-time favourite memories in CHH involves a spontaneous night cycling escapade with my teammates during the 7th Lunar Month. Our goal was to accumulate points for our unit as part of the Trifactor event, but it turned into much more than that. Picture a night adventure filled with banter, laughter, singalongs, scenic beach views, and impromptu supper pit stops. Conquering a 37km stretch from Changi to MBS on wonky rental bikes was no easy feat, but it sure felt like a breezy walk in the park with the amazing company!"



Chua Xuan, Correctional Rehabilitation Specialist
(Community Corrections (Halfway House/Home Detention))

“

We aimed to make Trifactor interesting when organising our activities. Thus, I decided to organise a walk around Changi area infused with storytelling elements. It was fun sharing stories while we were walking with colleagues who became peers. Not to mention we also had a good workout!”



Anand Prabhu, Manager
(Community Corrections (Work Release Scheme))

“

Keeping fit and healthy has been a regular feature in Community Corrections Work Release Scheme team (CWRS). We organise regular walks, jogs and cycling sessions at the parks to encourage the team to stay healthy and de-stress from the demands at work. Such activities another, motivate work-life balance and strengthen our teamwork and relationships. In August 2023, the team took part in the #PrisHealth Challenge where we did static exercises together after work followed by a jog round Bedok Reservoir. We certainly had fun together and were in high spirits after the workout.”



Single-arm planks and happy smiles for the camera!

Eddy Asmara, Manager
(Work Release Scheme/Day Release Scheme)

“

In light of the Community Corrections Mandatory Aftercare Scheme (CMAS) reorganisation and Trifactor, we celebrated becoming new teammates by playing a virtual reality game together. After all, nothing bonds a group like protecting each other from a hoard of virtual zombies! It was exciting to watch us move, dodge, and scream as a team; the perspiration dripping from our faces at the end of the activity was evidence of how hard we worked for the team bonding meal that followed! Most importantly, it warmed us up to each other and help us to get to know one another better outside of the office, laying the foundation for the work that we would embark on together as a new team.”



Bonding and keeping fit while keeping the virtual world safe!

Abigail Lee, Correctional Rehabilitation Specialist
(Community Corrections (Mandatory Aftercare Scheme))

“

In September, COMC’s Correctional Rehabilitation Specialists (CRS) and Reintegration Officers, accompanied by Director (COMC) Ms. Karen and Deputy Director (CRS) Mr. Troy, engaged in a 3km walk around Changi. The walk provided an opportunity for meaningful conversations, personal connections, and discussions on horror myths and history of abandoned buildings. Beyond the fitness goals, Trifactor enhanced team relationships and camaraderie among members.”

Winnifred Wong, Correctional Rehabilitation Specialist
(Community Corrections (Halfway House/Home Detention))

The Trifactor challenge transcended competition and became a shared journey of experiences, laughter, and strengthened bonds between staff while ensuring that we remain physically active. These reflections encapsulate the unity and camaraderie defining our COMC family. As we navigate challenges together, let’s draw inspiration from these stories, fostering a workplace culture rooted in collaboration, understanding, and shared achievements. One COMC, united in pursuit of greater heights!

Featuring Our Captains of Lives

Reported by RO2 Justine Mok

→ The SPS INSPIRE Award recipients embody our core values of Synergy, Vigilance, Integrity, and Care, showcasing a commitment to excellence that aligns with our Vision and Mission. Join us as we hear from these exceptional Captains of Lives (COLs) who share insights into their dedication to our shared values and the motivations driving their outstanding attitudes at work.

Operations Division

Manning the Ops Room for SPS Family Day 2023 (Synergy and Vigilance)



ASP2 Ng Riying

“As a Staff Officer in the Frontline Operations Branch, my team and I ensured the success of SPS Family Day 2023 through effective communication and collaboration. Overcoming initial challenges, we executed the event smoothly, underscoring the importance of teamwork and our shared commitment to its success.”

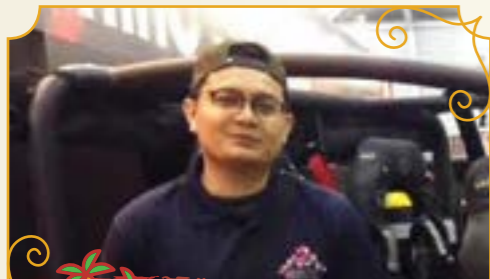
Effective communication and collaboration are key!



CW2 Selva Seelan S/O Ramalingam

“With 28.5 years of SPS experience, I excel in operations and security, and I thrive in high-pressure situations. During SPS Family Day 2023 at the HQ Ops room, I ensured attendee safety alongside a skilled team, applying the 3R’s—Report, Reflect, Re-evaluate. My advice to fellow COLs: draw inspiration from past hardships to fuel motivation and tackle tomorrow’s challenges with resilience.”

Draw inspiration from past hardships!



SSG Muhammad Syaidal Bin Ahmad

“With 15 years of service, the SPS Family Day 2023 at the HQ Ops Room was a memorable first. Despite operational challenges from a high visitor response, our priority remained the well-being of officers and their loved ones. The experience emphasised the importance of teamwork and collaborative planning. As the saying goes, “No man is an Island,” facing difficult tasks collectively with the right people by your side enables you to overcome challenges with ease.”

No man is an island!

Psychological & Correctional Rehabilitation Division (PCRD)

Contributing to a successful Correctional Practice and Research Symposium (Synergy)



Enjoy building meaningful relationships!

CPRS Leaders

“As part of PCRD’s Knowledge Networkers committee, our team is dedicated to fostering a learning culture and collaboration among specialists, officers, and community partners. Representing various branches within PCRD and specialists’ branches in Cluster C and COMC, our collective efforts led to a successful Correctional Practice and Research Symposium. The experience guided all members in their leadership development and skillsets, emphasising adaptability and clear communication in overcoming challenges. Our advice to fellow COLs: embrace creativity, prioritise communication, recognise diversity as strength, maintain flexibility, and enjoy building meaningful relationships. Our greatest takeaway? The bonds formed along the way.”

Strategic Planning Division (SPD)

Contributions to the success of the PULSE survey (Synergy and Integrity)



ASP1 Regina Tan Wei Ting

“As part of the Strategic Planning Division in the Organisation Planning and Development Branch, I’m known for sending broadcasts and reminders for employee and pulse surveys! Nominated for the INSPIRE Award by my ex-colleague, Frances, for the success of the last Pulse Survey, I’ve learned from the journey and understand the importance of every contribution, no matter how small. It’s like the role of our small red blood cells—tiny but vital for the entire system’s functionality. Let’s continue giving our best in service of the larger system!”



Cluster A

Providing Hope and Empowerment to PCU Inmates – Care



SGT3 Muhammad Ridhwan Bin Amran

“As a Work Programme Officer at New Hope Workshop in Institution A3, I was assigned to the Psychiatric Correctional Unit (PCU) last year, overseeing the rehabilitation of inmates with psychiatric issues. Inspired to help them integrate into society, I explored employment opportunities at New Hope Workshop to reduce stigmatisation upon release. My aspiration is for PCU inmates to embrace these opportunities with the support of our officers. In the words of my mentor: we wear different hats, balance firmness and fairness, persevere through obstacles, and remember there’s always light at the end of the tunnel. Gratitude to A3 Management, especially Superintendent A3, for their continuous support. Let’s keep striving as Captains of Lives!”

Cluster C

Facilitating the Education Application Exercise for Inmates (Synergy and Care)



Mr Irwin Kang

“In the education service since 2002, I joined Prison School in 2020 after teaching in secondary schools. Starting as a Math teacher, I now serve as the Head Studies (Academic). In my current role, I lead the Education Application Exercise (EAE) for inmates who wish to apply for studies at Prison School. The EAE is a comprehensive process lasting months, and was a complex piece of work, requiring much attention to details. The

EAE involves creating broadcasts, E-forms for inmate applications, hosting Zoom sessions, and coordinating with various institutions. The process will then lead to selected applicants during the EAE panel discussion, followed by briefings and managing appeals.

Despite its intensity, the EAE process is meaningful, opening educational opportunities for inmates. The collaborative effort of all parties was crucial to its success. My advice to staff is to recognise the broader impact of our profession in providing diverse opportunities for inmates’ learning and experiences. Education is key to rehabilitation, aiding in post-release job opportunities, thus contributing to successful reintegration, reducing the risk of re-offending and overall recidivism. The EAE process serves as the first step toward achieving these goals.

In our upcoming issue, we’ll be sharing more stories of our staff receiving the Inspire Award — a celebration of our COLs’ dedication and achievement. Stay tuned!



Reported by RO2 Mo Fujie

Volunteers and Community Partners Appreciation

→ We would like to extend our sincere appreciation and heartfelt thanks to our community partners and volunteers for inspiring positive change in inmates' lives, supporting them in becoming contributing citizens to society. Our partnership network, showcased through the launch of Desistor Network, SPS-YRSG Corporate Advance, and CARE Network Summit, affirms the importance of community partnership and pro-social support in achieving desistance, and an unwavering shared commitment to excellence in corrections. We express gratitude to all our partners and volunteers for your support towards rehabilitation and reintegration of our offenders. In 2024, we invite new passionate volunteers to join us in building a community of second chances. Your support is invaluable, and we look forward to forging new partnerships, while deepening existing ones on this journey of transformation. To a fruitful 2024!

Let us hear from some of the organisations and volunteers with whom we partner about their experiences and what motivates them to pursue their cause. As we journey together to do more for second chances, let their insights will inspire us!

“

You have the relational capacity to **make a difference** in the lives of those affected by incarceration and a **catalyst to inspire and spark off positive changes** in them. Come, let's co-create a caring community of support that unlocks the second prison for ex-offenders in the community.

Jason Wong

Manager, The Salvation Army Prison Support Service



The Salvation Army (TSA) - Prison Support Service (PSS)

runs two programs: the (i) Aftercare Support Programme (ASP), aiding direct release inmates requiring extended support, and (ii) Community Re-entry Support Services (CREST), an abridged version of ASP for immediate and short-term aftercare to facilitate inmates' reintegration.

TSA also runs the Kids-In-Play (KIP) programme, using a child-centric approach to strengthen bonds between incarcerated inmates and their families. Through case work, counselling, group processes, and family bonding activities, the programme addresses the needs and challenges arising from parental incarceration spanning one to three years.

“

I volunteer to offer support to inmates as a friend, paying it forward, and inspired by what I've learned from Awful Grace's program. AG has been a throughcare partner, supporting me since my incarceration, akin to family, fostering openness and learning. Volunteering allows me to **collaborate, grow, and uphold the values of authenticity and trust** in our work with incarcerated individuals and their families.

Azhar Mansor

Mr Azhar Mansor is a volunteer at Awful Grace. He is a desistor who underwent AG's kinaesthetic (pottery) programme using a restorative approach, is now a part of AG's Empathy-in-Community.



Awful Grace (AG) imparts lessons in character formation and life skills through pottery-making during Toki Formation© programme, employing a kinaesthetic and experiential approach for those incarcerated. The aim is to co-discover and co-create a restorative path that extends from incarceration to post-release, allowing inmates and their families to put their developed skills into action.

AG conducts twice a month 'Empathy in Community' support group, offering a reassuring source of accountability and community to the participants.

“

Supporting rehabilitation as a volunteer can be challenging, especially when we see an offender we had supported re-offend. Never focus on end results but instead focus on our role as a community volunteer who **believes and supports positive change**.

Ms. Yasho Dhoraisingam
The Hindu Centre (THC)



Ms. Yasho Dhoraisingam has been an SPS volunteer with The Hindu Centre (THC) Mitra Programme for the past 15 years. [“Mitra” in Sanskrit means “friend”]. She served as the Chairperson of THC’s Mitra programme and the Vice-President of THC between 2010 and 2015. One of the initiatives developed when she was the Chairperson was the dedicated religious pedagogy that guided the volunteers to deliver thoughtful weekly Hindu religious counselling sessions to support offender rehabilitation.

“

We learn every day to listen better and remember that **relationships, hope, and love is what matters**. Being part of keeping these life essentials alive for incarcerated mamas & papas, their children, and families keeps us alive too. Through ups and downs, **always celebrate the small stuff** and it’s not the end until the end.

Ms. Shah Noentil
Senior Manager, Lead Psychotherapist,
Family Advocacy & Care, New Life Stories



New Life Stories runs the Family Strengthening Programme to provide support and empower connections between incarcerated parents and their children. The programme offers essential social and learning skills for children through home-based befriending; nurtures incarcerated parents, enhancing their parental resilience and involvement in their children’s lives; and supporting them through key life transitions by connecting them with formal or informal support networks.

“

I always say to myself – in order to help others, I need to help myself. **By helping myself, I’m helping others**.

Mr. Safari Bin Ahmad
ISCOS Titan



Industrial & Services Cooperative Society (ISCOS) focuses on building and developing a pool of ISCOS Titans. Titans are a select group of members/desistors trained to engage inmates and other desistors in the community. Through ISCOS, Titans actively support in-house and satellite support groups in Selarang Halfway House and Ashram Halfway House and participate in Gang Desistance efforts. In recent years, they have facilitated multiple runs of the Desistance Project sessions in Clusters A & B and supported the Resolute Correctional Unit in Institution B4.

“

There will be times when you feel that your session didn’t go well, but **keep the faith**. We are learning just like the inmates whom we guide during our sessions. As long as we **keep to the right path** (guided by the teachings), we will reach our destination.

Mr. Lee Chiew Lim
Buddhist Fellowship



Mr. Lee Chiew Lim has been an SPS Volunteer with Buddhist Fellowship for the past 10 years. Every Saturday, he conducts Buddhist religious counselling with his team members. He finds encouragement when inmates approach him with an open mind and were a sincere interest in learning more about the religious practice.

“

Focus on how best to **help within your capacity** rather than the result. Good outcomes can come unexpectedly.

Mr. Terrence Teo

Christian Counselling Services (CCS)



Mr. Terrence Teo has been an SPS Volunteer with the Christian Counselling Services (CCS) since 2012. In addition to conducting religious counselling inside prison and actively participating in aftercare efforts, he also serves as a committee member at CCS. He also joined the Volunteer Case Officer (VCO) scheme when it was launched last year.

“

Transform your setbacks into remarkable comebacks.

Mr. Imran Wee

Volunteer at Reforming Support Group (RSG). Ex-offender turned RSG volunteer, Imran Wee, leverages his personal journey to inspire and motivate inmates and desistors. His focus on boosting self-esteem and providing a supportive circle has a positive impact on rehabilitation, showcasing dedication and empathy in the reintegration process.



The Reforming Support Group (RSG) comprises individuals, mainly recovering addicts, dedicated to maintaining a drug and crime-free lifestyle, inspiring others to follow suit. In partnership with SPS, RSG supports the Gang Desistance Programme through talks to inmates, encouraging renouncement of gang affiliation. The group also offers befriending support to inmates before and after release.

“

Let's not just talk to walk, but also **walk the talk**. Together, we not only help our ex-offenders **live forward, but also upward**.

Mr. Feroz Haron

Mr. Feroz Haron is the lead volunteer at HCSA Highpoint Halfway House's A.I.M. Society, an aftercare programme for ex-offenders. He was nominated by HCSA Community Services to attend a meet-and-greet with President Tharman Shanmugaratnam and First Lady, Jane Ittogi to commemorate International Volunteer Day 2023.



HCSA Community Services conducts support group sessions to encourage and motivate inmates in their initial stage of recovery and continue to journey with them upon their release. Newly released inmates are given the option to join Action in Motion (A.I.M.) society for volunteering activities and additional support programmes.

“

My fellow volunteers, **your service is indispensable** to the recovery of so many. It's subtle yet sublime. Keep going!

Mr. Jai Simman s/o R Rangasamy

Singapore Anti-Narcotics Association (SANA)



Singapore Anti-Narcotics Association (SANA) journeys with the desistors on their path to recovery and reintegration. SANA conducts in-care outreach briefings and support group sessions for inmates to counter the harms caused by their previous drug abuse habits. These sessions aim to strengthen their resolve to mend their relationships with their loved ones. Upon release, SANA provides counselling, pro-social and basic financial support to desistors. Additionally, SANA's volunteers, known as 'SANA Kakis', offer long term befriending services to support desistors in their road to recovery.

Thank you to all our dedicated volunteers, community partners, and Captains of Lives. We look forward to a fulfilling 2024!