

prisonnews

CAPTAINS OF LIVES
REHAB • RENEW • RESTART

SEPTEMBER 2024 ISSUE

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Dear Readers,

Welcome to the September 2024 issue of Prison News!

This issue starts with a feature of our annual SPS-YRSG Corporate Advance 2024, where SPS launched Corrections 2030 and shared the key strategies underlying the future of corrections. Through interviews with our staff, Outstanding Captains of Lives (OCOLs) and Yellow Ribbon Singapore (YRSG) HOPE awardees, we share more about the aspects of Corrections 2030 that we (and you!) should be excited about!

This year, we are commemorating the Yellow Ribbon Project's (YRP) 20th anniversary – 20 years of championing for second chances for inmates and ex-offenders! Learn more about how you can contribute to the YRP's efforts, the various YRP events to celebrate its 20th anniversary, and how YRP has entered the Singapore Book of Records for making the largest patchwork blanket!

This year also marks the 1st Anniversary of the Desistor Network (DN). Learn more about the work DN does, the inaugural Desistors Community Gathering and learn how you can play a part in building a community that supports second chances.

This issue will also feature the top three winning teams of SPS's yearly iDare Make-A-Pitch competition and an officer from the Infrastructure Development Branch. As we reveal the motivation behind these innovations and the behind-the-scenes work in managing infrastructure in SPS, we hope that you will learn more about the dedication and effort undertaken by SPS officers to ensure that offenders undergo rehabilitation in a supportive and safe environment.

We hope that you will learn more about the future of corrections and continue to support SPS and YRSG in building an inclusive society that supports second chances.

RO2 Jolene Ngo
Editor, Prison News



**SINGAPORE
PRISON SERVICE**



SPS and YRSG officers pledged their commitment to Corrections 2030 at the annual Corporate Advance!

SPS & YRSG Corporate Advance 2024

The Singapore Prison Service (SPS) and Yellow Ribbon Singapore (YRSG) held the annual Corporate Advance on 30 April 2024. Themed “Forward Corrections: Beyond Second Chances”, SPS and YRSG shared our plans for the next bound of transformation in corrections via **Corrections 2030** at the workplan seminar. Guest-of-Honour, Mr K Shanmugam, Minister for Home Affairs and Law, launched the Yellow Ribbon Project (YRP) 20th Anniversary celebrations at the event.

Now, let us take a quick look at the five Corrections 2030 strategies!



Reported by RO2 Sherman Lau

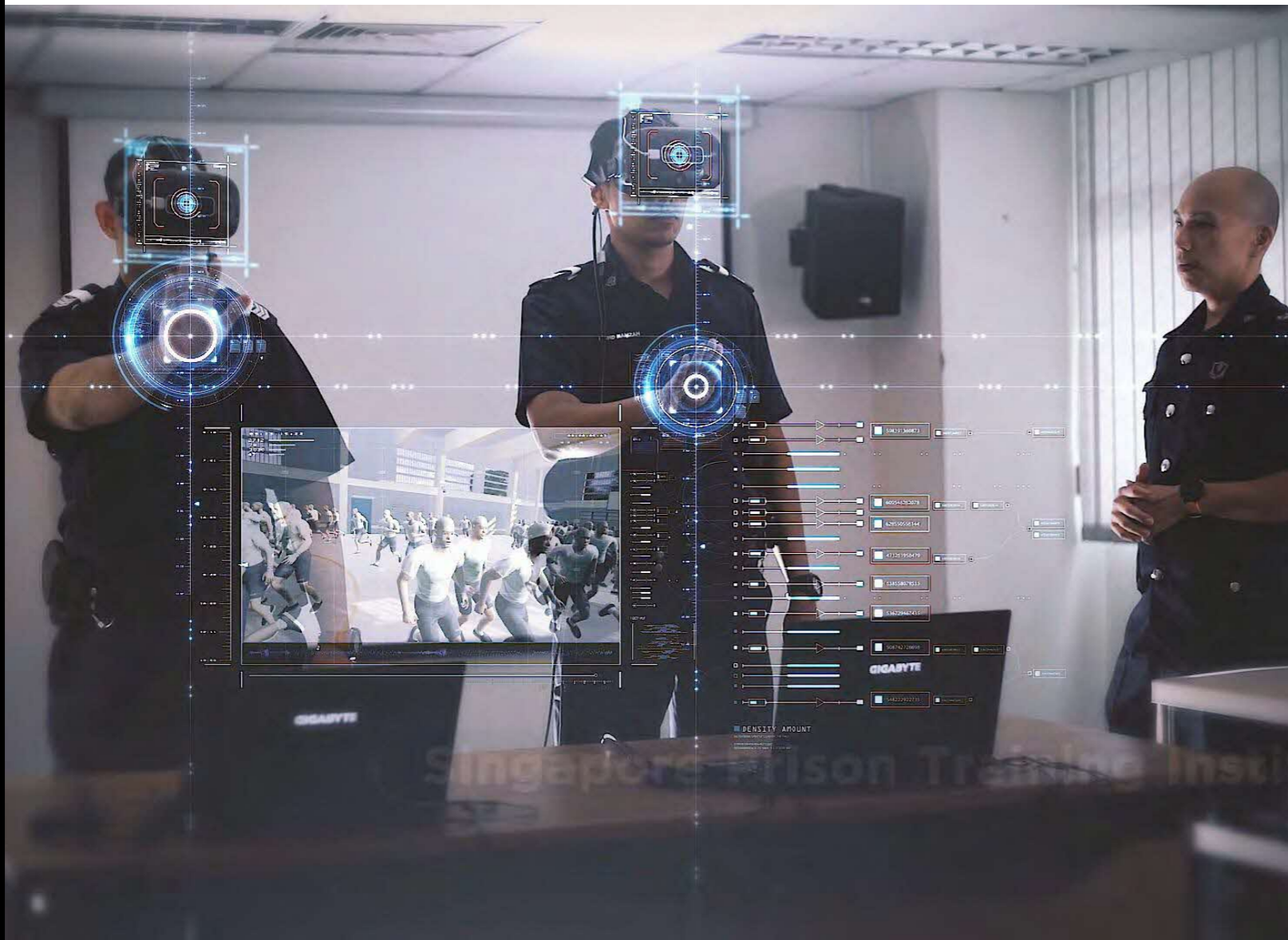
Strategy #1: S.M.A.R.T. Prisons

The acronym **S.M.A.R.T** represents SPS's commitment to provide a **Safe** and secure place of incarceration, in which we provide **Multidisciplinary** interventions, delivered in an **Agile** manner, to achieve the best **Rehabilitation** outcomes for inmates, including by leveraging **Technology** and data.

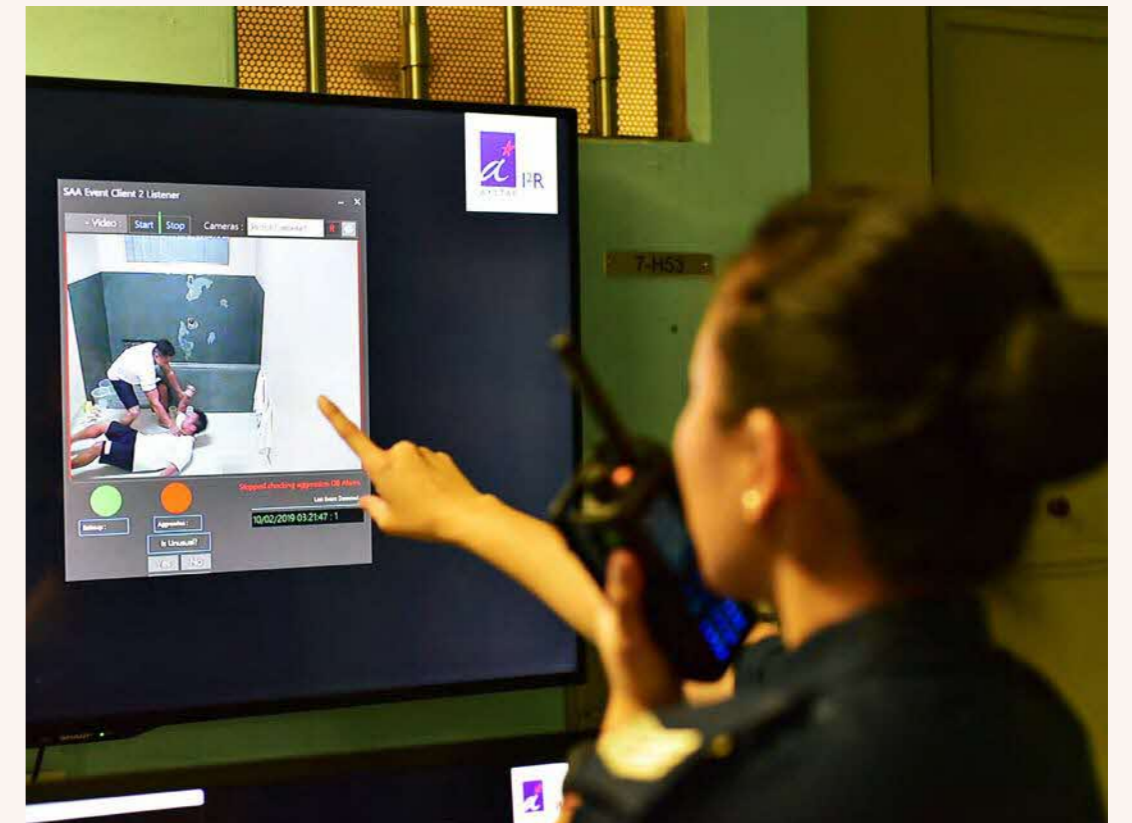
Leveraging automation to manage routine tasks.



Synergising technology and psychology to achieve better rehabilitation outcomes.



Transformative prison deterrence and management to ensure physical and mental well-being and safety of officers and offenders.



Future ready and tech-enabled incare and aftercare infrastructure and systems.



Deepening capabilities and connections of partners through providing curated training and recertification for them.

Strategy #2: Uplifting Lives & Strengthening Families

This strategy focuses on uplifting and strengthening inmates' families, to build up the inmates' social capital and break the cycle of re-offending and intergenerational offending.

Provide inmates with throughcare support to establish prosocial living.



Partnering families in rehabilitation.



Inmates establish purposeful connections with society and engage in self-directed rehabilitation.

Strategy #3: Maximising Employability and Career Progression Opportunities

YRSG will continue to upskill inmates to build up their economic capital, maximising the employability and career progression of inmates and ex-offenders. YRSG will also rally employers and other partners to promote hiring and tackle stigmatisation of ex-offenders.



Encourage more inclusive hiring practices in employers.



Employer advocacy and support.



Incarceration education, apprenticeship and skills training hubs provided for inmates to upskill and deepen skills progressively.



Strategy #4: Mobilising the Community

This strategy involves engaging the whole of society for a safer, more inclusive, and cohesive Singapore, through research and evidence-informed correctional practices.



Community ownership and mobilisation in corrections to cultivate a shared vision of beyond second chances.



SPS to provide leadership in correctional science training and consultation.

Strategy #5: Developing Captains of Lives

This strategy focuses on sustaining and strengthening the high-performance of organisational culture and health in SPS, to enable our Captains of Lives (COLs) to be more effective in a rapidly evolving correctional landscape, and establish SPS as a choice employer and people developer.

Maximising the potential of our Captains of Lives.



Enhancing our employee value proposition to attract and retain the right talent.

The Committee Members Share Their Thoughts!

We caught up with some Corporate Advance 2024 committee members to hear what they have to say about planning the event and their aspirations for the future of corrections!

SUPT1 Goh Chee Sheng

Programme Sub-Committee IC

As a committee member, what was one challenge you faced when planning the event?

This year, we were challenged to think of ways to make Corporate Advance more fun and engaging. After consulting and soliciting ideas from various parties, we suggested the concept of learning through gamification. This was something new and was not done before in recent years. Working together as a team to make this happen made the process even more meaningful. Thank you to the programme sub-committee for your hard work!



ASP1 Jasmine Oh

Secretariat Sub-Committee IC

This year is the 20th anniversary of the Yellow Ribbon Project. What is the significance of this to you?

The 20th anniversary of Yellow Ribbon Project (YRP) shows the continuous effort to provide opportunities and second chances to ex-offenders.

I look forward to the future of YRP especially with SPS's next bound of transformation in Corrections 2030!



ASP2 Darren Lee

Reception Sub-Committee Member

What excites you the most about Corrections 2030?

S.M.A.R.T. prisons is exciting. I hope for a future where rehabilitation becomes even more personalised and effective, tailored to everyone's needs and circumstances, in technologically-enabled institutions. With greater emphasis on prevention and early intervention, I believe we can move towards a more compassionate and successful approach to corrections!



DSP2 Reuben James Leong

Exhibition Sub-Committee IC

Reflecting on the past two decades, what do you believe have been the most significant achievements or milestones of the YRP?

The flagship annual event for the YRP, the Yellow Ribbon Prison Run is integral to generating awareness and support from the community in giving second chances to ex-offenders.

Funds raised during events such as the Yellow Ribbon Prison Run, are channelled to the Yellow Ribbon Fund, which goes towards the development and implementation of rehabilitation and reintegration programmes for inmates, ex-offenders, and their families.

There is no doubt that YRP's efforts have benefited many inmates, ex-offenders, and families. Today, members of the public are more aware of the need to give second chances to inmates and ex-offenders and showing support to help them reintegrate into society as contributing citizens.

MX12 Cheryl Ong

Video Sub-Committee Member

How do you think Corrections 2030 will contribute to raising even more awareness and support for second chances?

By focusing on uplifting inmates' families and developing inmates through education and support, the Corrections 2030 initiatives not only contribute directly to rehabilitation efforts but also raise awareness and garner support for second chances. The initiatives will change public perceptions, influence policies, and ultimately contribute to creating a more supportive environment for individuals to reintegrate seamlessly into society after incarceration.





Minister for Home Affairs and Law, Mr K Shanmugam, graced SPS-YRSG Corporate Advance as Guest-of-Honour and launched the YRP 20th anniversary celebrations.

The YRP was launched in 2004 to **raise awareness** of the need to give second chances to ex-offenders and their families, to **generate acceptance** of ex-offenders and families in the community and **inspire community action** to support the rehabilitation and reintegration of ex-offenders back into society.

To commemorate the Yellow Ribbon Project’s journey over the last 20 years, SPS and YRSG will produce a web publication themed “Yellow Ribbon: Our Journey of Second Chances”. The publication will comprise three parts:

- Part I: “Unlocking the Second Prison” chronicles the milestones and impact of YRP over the years (released at Corporate Advance 2024)
- Part II: “Celebrating Second Chances” features the support which the community has given for the reintegration of ex-offenders (released at the International Corrections & Prisons Association Conference 2024)
- Part III: “We are Each Other’s Second Chances” showcases the stories of inmates and ex-offenders, including their talents and contributions back to the community (to be released in Oct 2024)

Follow us on social media as we celebrate YRP’s 20th Anniversary this year, through a series of exciting campaigns and activities – including the long-awaited **YRP 20th Anniversary Concert!** Let’s all work towards creating a more empathetic and inclusive community that believes in offering second chances and support to ex-offenders!



Scan this QR code to access the first volume of the e-publication!

CARNIVAL 2024

CARNIVAL 2024 was a segment unique to this year's Corporate Advance. Attendees were divided into teams and challenged themselves by completing tasks based on the Corrections 2030 strategies. Up for grabs was the exclusive 'COLin' stuffed toy, which was awarded to the first 10 teams to complete the tasks. There were smiles and laughter all around as the teams competed swiftly to win 'COLin'!

The teams showcased strong camaraderie and the segment successfully reinforced the message of hope and transformation, demonstrating the collective effort needed to build a more inclusive society.



Catching an "all hands on deck" situation during CARNIVAL!



CARNIVAL 2024 enabled staff to learn more about the Corrections 2030 strategies through interactive games!



Officers leveraged on each others' strengths to complete the tasks!



PORTS 3 Naming Competition

The Prisons Operations and Rehabilitation System (PORTS) is a comprehensive system designed to enhance the operational efficiency and rehabilitative capabilities of SPS. PORTS 3 is currently in development, and the awards for the PORTS 3 Naming Competition were presented during the Corporate Advance. **Congratulations to ASP1 Ng Peng Wai for winning the competition!**

He had proposed the name **Correctional Operations Management, Planning and Aftercare Support System (COMPASS)**, to remind officers of their pivotal roles in steering inmates' successful reintegration into society – much like the wayfinding purpose of a compass. COMPASS also implies guidance and support for staff to navigate the next bound of transformation in Corrections 2030.

ASP1 Peng Wai expressed immense gratitude to his supervisor, SUPT1 Cheong Wee Ling, Assistant Director (Judicial Matters 2), for encouraging all her staff to partake in this naming competition and fostering the spirit of innovation in SPS!

Through sharing their challenges and providing support for each other, desistors build prosocial networks that promote desistance from crime.



Desistor Network



Reported by RO2 Jolene Ngo and MX12 Dhivya Rajaram

The Singapore Prison Service (SPS) launched the Desistor Network (DN) with several community partners in 2023. The DN was established to create a strong community-based network where desistors can tap on each other's strengths, experiences, and resources to create a sustainable ecosystem of support for ex-offenders' reintegration into society.

DN's Achievements in 2023

DN had a busy and fulfilling year, working with over 50 partner agencies and aftercare groups to provide counselling, training, and job placement opportunities for desistors! As of April 2024, there are 45 activities available in the community for ex-offenders, tailored to target the specific rehabilitation and reintegration needs of each individual. DN has also created a directory on family, support group and befriending activities available for ex-offenders in the community.

This directory is available on the Digitalisation of Inmate Rehabilitation and Corrections Tool (DIRECT) tablet, so that inmates are aware of the activities available to them in the community prior to their release.

DN's Plans for 2024

This year, DN will focus on:

- 1 Enhancing desistors' connection to the community by conducting regular networking sessions and desistor support activities
- 2 Upskilling desistors in essential skills such as paracounselling and groupwork facilitation to support each other through mentoring and group facilitating training
- 3 Building upon desistors' experiences, knowledge, and talent to enable desistors to contribute meaningfully to the community

DN will also be collaborating with its partner agencies to develop a best practice guide to facilitate the growth of support groups within the DN community. Subsequently, a Community of Practice (CoP) platform will be organised to facilitate regular sharing of best practices amongst leaders and facilitators of desistor support groups and community partners.

Now, let us learn more about DN's activities and how we can contribute to supporting desistance in the community!

Marking the 1st Anniversary of DN

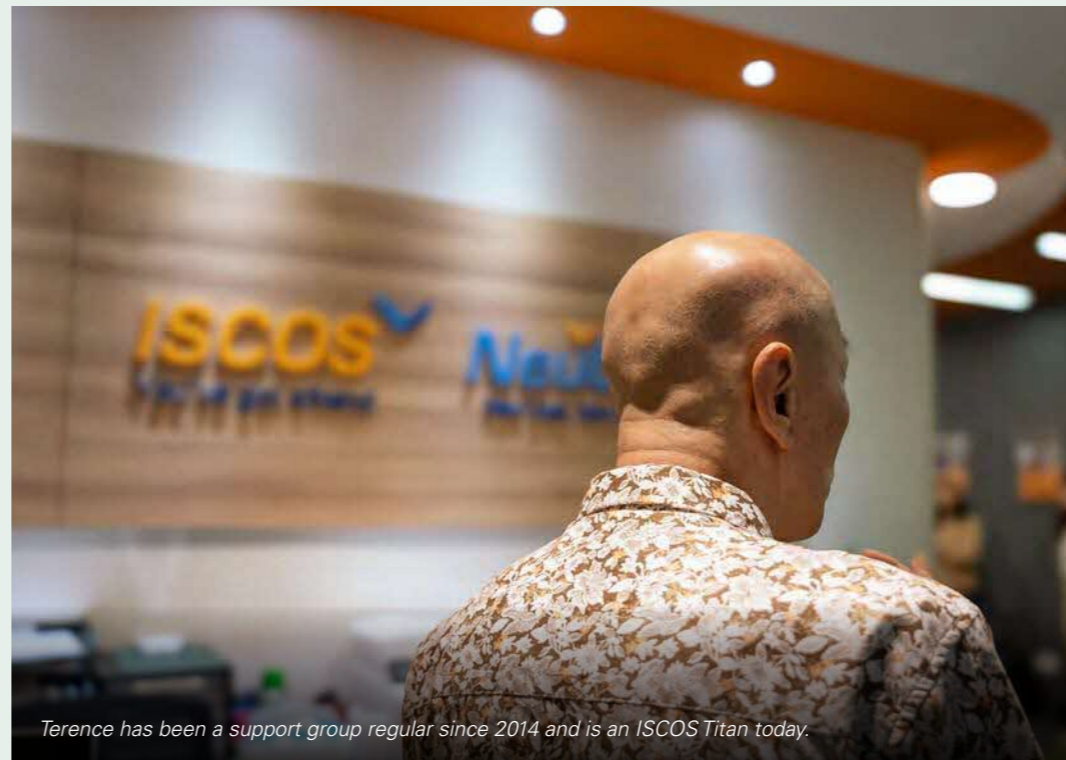
On 17 April 2024, an ISCOS Support Group Meeting was held to mark the 1st Anniversary of DN. Minister of State for Home Affairs and National Development, Associate Professor Muhammad Faishal Ibrahim graced the event and communicated the importance of maintaining these prosocial networks to the desistors.

During the meeting, desistors shared about how being meaningfully engaged in hobbies and passions that they found in prison had contributed to their rehabilitation journey. Some desistors were given the opportunity to be involved in the Visual Arts Hub and Performing Arts Centre, which taught them vocational and social skills. Continuing to pursue these passions even after their release enabled them to maintain prosocial networks with other desistors who were committed to staying offence-free.

We were given the opportunity to interview the desistors who attended the ISCOS Support Group. Let us learn more about their desistance journeys!



Minister of State for Home Affairs and National Development Associate Professor Muhammad Faishal Ibrahim encouraging desistors to stay strong in their reintegration journey.



Terence has been a support group regular since 2014 and is an ISCOS Titan today.

Terence

Terence is an ISCOS Titan who has been a regular at the Support Group since its onset in 2014. He spent years struggling with drug abuse but has remained drug free for almost 20 years. As a successful Desistor, he is employed as an ad-hoc recruiter co-ordinator for Skills Future courses and as a freelancer introducing therapeutic machines to stroke patients.

Back when he was serving his detention at Selarang Park Drug Rehabilitation Centre, Terence was moved by ISCOS's mission and chose to join the Support Group as a key step towards his reintegration. Terence slowly gained experience from participating in various support groups through the years. Terence reflected that his role in the support group has helped him to be humbler, grateful, and empathetic. Today, he is the facilitator for ISCOS satellite support group meetings for offenders undergoing their Community Based Programme (CBP).

When Terence first became a ISCOS Titan, he thought that "Titan" was just a word and a form of recognition for ex-offenders who had successfully desisted. However, as he conducted more sessions and motivated his peers to desist from crime, he realised that his identity as a Titan helped desistors to identify with him and motivate them to be offence free.

Terence hopes that more desistors can join ISCOS as Titans, to set an example to other ex-offenders struggling in their rehabilitation journey and motivate others to change.

ISCOS Titans

ISCOS started the ISCOS Titans Programme in 2017 to gather ISCOS desistors who have successfully reintegrated and would like to give back to society. To date, there are 43 ISCOS Titans. In addition to providing support for ex-offenders, ISCOS Titans also engage students to share more about their desistance journey, challenges faced by ex-offenders and promote anti-crime sentiments.



Terence and other desistors being attentive during the Support Group meeting.



Babu renounced his gang affiliations in 2013 and has been part of the ISCOS Support Group since 2023.

Babu

Babu has been a part of the Support Group since he was emplaced in 2023. Babu was previously a gang member and was incarcerated for varying offences including drug consumption, and assault and possession of a weapon. Babu renounced his gang affiliations in 2013.

In 2022, while serving his sentence at the Institution B4 Resolute Correctional Unit (RCU), Babu was engaged by ISCOS Titan Murugason. Murugason had also been incarcerated multiple times, and Murugason’s positive progress motivated Babu to change. Babu’s motivation to change spurred him to join ISCOS to seek support for his rehabilitation and reintegration journey.

The ISCOS Support Group consists of a mix of desistors who have been released from prison for a varying number of years. This mix has helped desistors like Babu create a safe space to share about the daily challenges they face and learn from



Babu in a meaningful discussion with ISCOS staff.

the knowledge and experiences of others. The sharing in the support group sessions has helped Babu to stay on the path towards desistance.

Today, Babu no longer smokes cigarettes or drinks alcohol. He believes that these behaviours were the triggers to his offending in the past, and being part of the ISCOS support group has motivated him to continue working hard to change his ways.



Babu (third from right) photographed at a Support Group meeting with other desistors who were housed in RCU and had renounced their gang affiliations in Prison. His then-Personal Supervisor Mr Taufiq Razali (middle) attended the meeting as well.

Strengthening Paths to Rehabilitation: Desistor Network’s Inaugural Community Gathering

On 2 May 2024, the inaugural Desistor Community Gathering (DCG) marked a significant milestone in the journey towards rehabilitation and reintegration for current offenders and desistors. This pivotal event aimed not only to foster a sense of community and pro-social identity but also to provide a platform for individuals to uplift each other through upskilling and volunteering initiatives.

The opening speech by Director of SPS’s Rehabilitation and Reintegration Division, SAC Caroline Lim, set the tone for an enriching discourse on rehabilitation and reintegration strategies.

Support Programmes for Desistors

The DCG will serve as a platform to introduce various support initiatives designed to empower individuals on their journey towards reintegration. Some of the support initiatives available are:

- 1 The Yellow Ribbon Fund (YRF) Skills Assistance Training Assistance to Restart (STAR) Bursary, which empowers individuals to pursue educational aspirations and attain industry-recognised certifications, thereby enhancing their employability and socioeconomic prospects.
- 2 The ISCOS Skills Assistance Subsidy Scheme (SASS), which offers a lifeline to ex-offenders seeking career advancement through subsidised training courses and comprehensive case management support.



Attendees at the inaugural Desistor Community Gathering!

- 3 The Singapore Aftercare Association (SACA) Education Support Program (ESP), that extends a helping hand to ex-offenders keen on pursuing further education, by providing a holistic support structure that includes financial assistance, counselling, peer mentoring, and coaching.

Innovative Self-discovery Through Lego Serious Play (LSP)

The highlight of the gathering was the immersive self-discovery session facilitated through Lego Serious Play (LSP).

What is LSP?

LSP is facilitated methodology that uses Lego bricks as a tool for creative thinking, problem-solving, and communication. Through a series of interactive exercises, LSP serves as a therapeutic tool for offenders/ex-offenders to explore their innermost beliefs, reflect on their personal growth, overcome challenges and envision their ideal selves.



The session commenced with an introductory exercise, gradually easing participants into the creative process of building Lego models that symbolised their journey and aspirations.

The culmination of the session witnessed participants collectively crafting a model representing their idea of personal fulfilment and growth, encapsulating their guiding principles and aspirations.



Attendees intensely engaged in the LSP during the event!

Desistors who attended the DCG also shared their takeaways. Hairi, who tried his hand at LSP, felt that the creation of lego models aided in expressing and bringing out his authentic self. For John, the gathering served as “a beacon of hope, offering a second chance to those who dare to dream of a better tomorrow.”

A Supportive Ecosystem Promoting Desistance

The inaugural DCG was a powerful demonstration of unity and growth, offering hope to individuals on their journey to rehabilitation and reintegration. Through a multifaceted approach encompassing volunteering, education, skills enhancement, and self-discovery, DN and its partner organisations have laid the groundwork for a supportive ecosystem that empowers desistors to rewrite their narratives.

As desistors unite to support one another and carve out new paths, their collective efforts are set to create a ripple effect of positive change within the community and beyond!

Through deliberate efforts and collaboration with community partners, we hope that DN will continue to grow and enhance support for the reintegration of ex-offenders into society!

The Innovation Champions of SPS: iDare-Make-A-Pitch

The winners share their experience of innovating and implementing new solutions to address challenges!



Reported by RO2 Gan Zi Xing

21 March 2024 was an exciting day for Singapore Prison Service as officers came together to jolt one another out of their comfort zone and challenge the status quo. Pitting together their innovative minds, they showcased their projects at the iDare-Make-A-Pitch, an annual competition for SPS officers to come up with innovative ideas to improve operational effectiveness. Of the 13 projects, 3 projects stood out in terms of leveraging technology, scalability, and cross-collaboration. These projects clinched the top prizes, and they would receive the support required for further development. Let us learn more about the motivations behind their innovations and how these amazing solutions will enhance prison security and rehabilitation!



FAST's innovative design prevents inmates from tampering with the food aperture on the cell door.



Team BCS's resourcefulness enabled them to clinch the top prize!

First Place: Team BCS (Bold-Collab-Synergy)

To prevent inmates from tampering with the food aperture on the cell door, Team BCS introduced the Food Aperture Sliding Type (FAST). After a thorough review of the internal feedback and extensive research on prison cell doors, Team BCS produced a prototype of FAST that utilises a slider and a security latch to replace the existing door latch styled food apertures. This gives the flexibility of opening the food aperture partially or fully, and the design with the added security latch cover prevents the unauthorised opening of the food aperture from within the cell.

Reflecting on their experience in the iDare Make-A-Pitch competition, Team BCS emphasised the importance of daring to dream.



FAST makes use of a slider and security latch which gives the option of opening the food aperture partially and prevents the unauthorised opening of the food aperture from within the cells.

Second Place: Team Choice Architects

To increase Reformative Trainees' motivation to change and encourage positive behaviours while they are released on supervision, Team Choice Architects used gamification and implemented "The Game Plan".

In "The Game Plan", supervisees could gain points by completing milestones such as attending self-help programmes or engaging in prosocial activities. They could then use these points to redeem privileges such as an extension of curfew hours. This incentivises the supervisees to remain offence free and take greater ownership of their reintegration journey.

The team evaluated the effectiveness of the project by conducting a six-month trial with 30 randomly selected supervisees and sought feedback from both supervisees and staff.

Supervisees who participated in "The Game Plan" did not abscond, and they gave feedback that "The Game Plan" had encouraged them to engage in prosocial activities like studying, spending time with family and partaking in community service work. "The Game Plan" also motivated them to remain disciplined and the incentives boosted their morale.

With the implementation of "The Game Plan", the team hopes that the change will result in a more meaningful and fruitful reintegration journey for the RTs and their family members.





Team Choice Architects wanted to increase the motivation level of RTs through a youth-centric approach.

ROS GAMIFICATION

THE GAME PLAN

-  FAMILY / SHELTER — 0 TO 40 POINTS
-  EMPLOYMENT / EDUCATION — 0 TO 40 POINTS
-  COMPLIANCE — 0 TO 40 POINTS
-  BEFRIENDERS — 0 OR 10 POINTS
-  PROSOCIAL ACTIVITIES — 0 OR 10 POINTS
-  COMMUNITY SERVICES (PRISON ORGANIZED) — 0 OR 20 POINTS
-  COMMUNITY SERVICES (SELF SOURCED) — 0 OR 30 POINTS
-  SELF-HELP PROGRAMME — 0 OR 20 POINTS
-  PERSONAL DEVELOPMENT — 0 OR 20 POINTS

WHAT CAN I DO WITH MY POINTS?

-  CURFEW EXTENSION (+2 HOURS) CAP AT 2359 HRS — -10 POINTS
-  VERBAL WARNING — -40 POINTS
-  LETTER OF ADVICE — -50 POINTS
-  LETTER OF WARNING — -60 POINTS
-  REFLECTION THINKING PHASE — -70 POINTS
-  SHORTENING OF ROS DURATION (SRD) — -120 POINTS

MONTHLY POINTS RECORDING, DISCIPLINARY ACTIONS AND SRD CAN ONLY BE REDEEMED DURING REPORTING SESSIONS ONLY.

YOU ARE REQUIRED TO REDEEM DISCIPLINARY ACTIONS BEFORE YOU ARE ALLOWED TO REDEEM SRD.

REDEMPTION OF SRD WILL CUT-OFF 2 MONTHS PRIOR TO INITIAL ROS EMBLACEMENT, THEREAFTER YOU ARE ONLY ALLOWED TO REDEEM FOR CURFEW EXTENSION.



PLEASE APPROACH YOUR RO/CRS IF YOU HAVE FURTHER QUESTIONS. ALL THE BEST IN YOUR ROS JOURNEY!

The point system incentivises supervisees to remain offence free and take charge of their own rehabilitation.



Team Dare to Soar considered various ways to improve the inmate overalls to facilitate medical procedures such as injections or drawing of blood.

Third Place: Team Dare to Soar

Currently, escorting officers would have to remove an inmate's handcuffs for the inmate to roll up his sleeves for certain medical procedures such as injections. When an inmate is not handcuffed, this increases security risks. In addition, the cuffing and uncuffing process takes up time.

SGT3 Iqbal discussed this issue with his colleagues and Team: Dare to Soar decided to create a prototype of the inmate's overalls where velcros are used at the arm sleeves and leg in-seams. By using velcros, the arm sleeves and leg in-seams can be easily opened and rolled up to facilitate medical procedures, without having to uncuff the inmate to do so.

Team Dare to Soar hopes to inspire everybody to innovate, especially when there is strong support for new ideas that can improve the way we work!



The arm and leg sleeves of the prototype could be easily opened using Velcros.



The team demonstrated how easy it was to use the prototype.



Recognising our Awardees!



Reported by RO2 Daniel Ng

Seven SPS officers received the Outstanding Captains of Lives (OCOL) award and two YRSG staff received the HOPE award at the SPS-YRSG Corporate Advance 2024 on 30 April 2024.

Both the OCOL and HOPE awards are pinnacle awards from SPS and YRSG, recognising staff who have displayed outstanding performance and personal excellence.

OCOL recipients are exemplary role models in performing their duties while displaying SPS's Shared Values In Corrections – **S**ynergy, **V**igilance, **I**ntegrity, and **C**are.

HOPE award recipients are exceptional in upholding YRSG's values of HOPE – **H**onour, **O**ness, **P**eople-Oriented and **E**nterprising.

Let us celebrate the achievements of all award recipients together, hear their sharing on the SPS and YRSG core value they resonate with the most and what excites them the most about Corrections 2030!



Watch this short video, featuring our OCOL and HOPE awardees!



RO1 Shahrin Bin Abdul Rahman

Officer-in-Charge
(Institutional Control
Centre), Cluster A



Years in
Service:
25 years

“ Integrity is the quality of being honest and having strong moral principles. This value has always served as a compass that guides me when I find myself in difficult situations.

The Corrections 2030 framework is an interesting and meaningful endeavour for SPS and YRSG. It encapsulates a desire to strive for greater heights in corrections instead of resting on the laurels of past successes. Personally, I am excited about developing future-ready COLs. Beyond the hardware and software that make up the physical prison system, it is often the people that create the human connections. Such interactions empowers COLs to seek opportunities to continuously forward corrections beyond giving second chances.”



CW1 Muhammad Khairul Azhar Bin Dahlan

Institutional Control Centre Officer, Cluster B



Years in Service: 14 years

“ I deeply resonate with the value of Integrity. It forms the cornerstone of a successful team or organisation. To me, Integrity means doing the right thing consistently while upholding ethical standards and displaying professionalism and honesty. By aligning myself with this value, I hope to inspire everyone to foster a culture of transparency, trust, and respect within our organisation.

As an Institutional Control Centre officer with an avid interest in technology, I am excited about the S.M.A.R.T Prisons initiative, especially the new Enterprise Integrated Security System (EISS). This system improves operational efficiency for headcount checks which will be beneficial to daily ground operations. In addition, the taglines “Corrections for SG” and “Corrections with SG” motivates me as it resonates positivity and symbolises a collaborative approach between corrections and society.”



RO2 Ong Teck Meng Jesmond

Senior Correctional Unit Officer, Cluster C



Years in Service: 21 years

“ The values that resonate with me the most are Synergy and Care. For me, Synergy is about leveraging everyone’s strengths and incorporating different perspectives to work together towards a common vision. As for Care, I believe caring for others is a powerful act that creates bonds and builds bridges.

For Corrections 2030, I am excited about S.M.A.R.T. Prisons. With the tight manpower situation and ageing workforce, keeping abreast and leveraging latest technology helps COLs do more with less. This is crucial as it allows us to focus on higher order work.”

CW2 Lim Han Ping

Training Development Officer, Community Corrections Command



Years in Service: 15 years

“ Personally, the value of Synergy resonates strongly with me. Through collaborative work, knowledge sharing, and leveraging each other’s strengths, the results that we can achieve as one will exceed what an individual can achieve alone. This collective effort significantly enhances the impact and effectiveness of the work COLs do.

I eagerly look forward to the initiatives detailed in the fifth strategy – future-ready COLs and YRSG staff – as I hold a strong belief in the pivotal role of staff in achieving our desired outcomes. Beside supporting COLs in maximising their potential for growth and development, I am heartened that this initiative also promotes mental wellness and resilience.”



CW1 Ng Aik Wee

Team Leader (Transport), Operations & Security Command



Years in Service: 21 years

“ As a transport team leader, the SVIC value I resonate with the most is Care. While I may not directly interact with inmates, I ensure the safe and secure movement of inmates to external locations. I pay attention to minute details and plan meticulously for a smooth journey so inmates may attend their medical appointments and compassionate leave at external locations in a timely manner.

Looking ahead to Corrections 2030, I am excited about advancements in transportation logistics and safety protocols. Implementing technologies in our transport systems will enhance efficiency and security, improving the overall experience for both staff and inmates.”



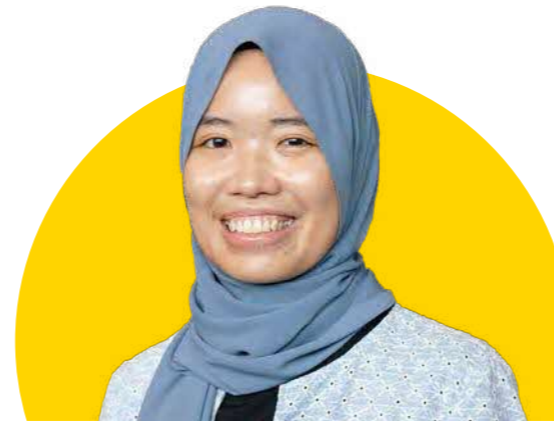
CW2 Sally Sia Lie Tieng

Offender Administration Officer, Sentence Management Branch

 Years in Service: 20 years

“ The value Synergy resonates with me the most. It emphasises the transformative potential of collaboration and collective effort. By embracing synergy, we can leverage the unique strengths and perspectives of individuals to drive innovation and achieve shared goals. This value aligns with my belief in the power of teamwork and inclusivity, where diverse talents come together to create impactful solutions and foster a culture of mutual support and respect. Synergy promotes an environment where everyone’s contributions are valued, leading to greater achievements and sustainable progress.

I am excited about the S.M.A.R.T Prisons initiative and look forward to witness how COL bots can help us in our daily work.”



MX11 Fatima Binte Jaini

Senior Correctional Rehabilitation Specialist, Psychological and Correctional Rehabilitation Division

 Years in Service: 9 years

“ Synergy is the most important value to me. Besides working with my fellow Correctional Rehabilitation Specialists, I also collaborate with my officer counterparts and stakeholders, to achieve something greater than the sum of our individual contribution.

I am embracing advancements in technology as part of S.M.A.R.T Prisons. I hope this will streamline existing processes and eventually contribute to a safer and conducive transformational environment for staff and inmates.”



Chan Li-En, Nicholas

Senior Manager (Yellow Ribbon Project), Aftercare@YR

 Years in Service: 5 years

“ A crucial DNA all YRSG officers should possess and one that resonates with me is to be People-Oriented. Outwardly, we raise public awareness on the challenges faced by ex-offenders and engage the support of stakeholders. Inwardly, YRSG promotes hope and encourage inmates, ex-offenders, and desistors by reminding them constantly of the support and vast opportunities available.

Ramping up our efforts to mobilise the community is what excites me the most about Corrections 2030. Community mobilisation is paramount in driving societal change and progress, especially with manpower constraints. It serves as a force multiplier, enabling us to address complex challenges more effectively and efficiently. Community mobilisation taps into an ocean of diverse perspectives, expertise while fostering a greater sense of ownership and empowerment among individuals and groups. This inclusive approach strengthens the fabric of our society and ensures sustainable and impactful outcomes that extend beyond 2030.”

How Wen Kai Bryan

Senior Career Coach, Careers@YR

 Years in Service: 6 years

“ I resonate with the value of People-Oriented the most as helping others is the greatest thing we can do as a society. In my role, it is a privilege to be able to help the inmates and ex-offenders reintegrate into society successfully. Moreover, I firmly believe that our actions, no matter big or small, would have an impact on the people we interact with. It may take a day, a month, or even years, but the impact would be felt eventually.

Corrections 2030 is ready to set the stage for a new chapter in rehabilitation! It encompasses so many amazing strategies, but if I had to choose, I would say I am most excited for the strategy of Uplifting and Strengthening Inmates’ Families. Family support is one of the key factors in reducing recidivism rates and promoting a strong pro-social network is critical in building a foundation for ex-offenders to reintegrate smoothly and help them desist from crime and drugs.”





SUPT1A Mohamed Rusdi Bin Mohamed Esa receiving the CREST Award on behalf of Institution A3.

In addition to the individual awards, the CREST award was awarded to Institution A3. This award serves to recognise the most improved Institution and highlights their stellar performance in the past year.

Let us hear from Superintendent of third-time winner, Institution A3, SUPT1A Mohamed Rusdi Bin Mohamed Esa!

“Congratulations Fellow Tridents! A Hat-trick. Treble winners!

This is an excellent achievement and recognition of the hard work each one of you put in over the past year; managing difficult inmates, handling feedback, enforcing discipline, staying back beyond work hours when manpower is down, coming back when recalled, cancelling leave when the team needs you back in the Correctional Unit, personal sacrifices to ensure your team gets the necessary support and many other significant contributions.

Despite a difficult year, you persevered, showed resilience, and placed the team above yourself to ensure A3 is a safer place for everyone. This award is testament of your character and sense of responsibility.

I am truly proud of each one of you. Thank you, Tridents, we shall celebrate this achievement and proud moment. From the bottom of my heart, you all deserved this!”



Laying the Foundation for the Safe and Secure Custody and Rehabilitation of Offenders:

ASP1 Joshua Goh

The Infrastructure and Development Branch

In this issue of Prison News, ASP1 Joshua Goh shares his experience working as an Infrastructure Operations Development Officer in the Infrastructure and Development Branch of SPS!



Reported by RO2 Ridley Lim

As SPS officers, our duties extend far beyond custodial supervision. We are exposed to a myriad of roles to widen our horizon and foster personal development. We catch up with ASP1 Joshua Goh who was posted to the Infrastructure and Development Branch (IDB) as a staff officer in May 2023 to understand his contribution as a Captain of Lives in IDB.

As the name suggests, IDB develop SPS's infrastructure masterplan that aligns the infrastructural needs and capabilities with SPS's strategies. IDB also collaborates with

stakeholders and vendors to implement SPS's infrastructure projects and maintain facilities, ensuring a safe prison environment.

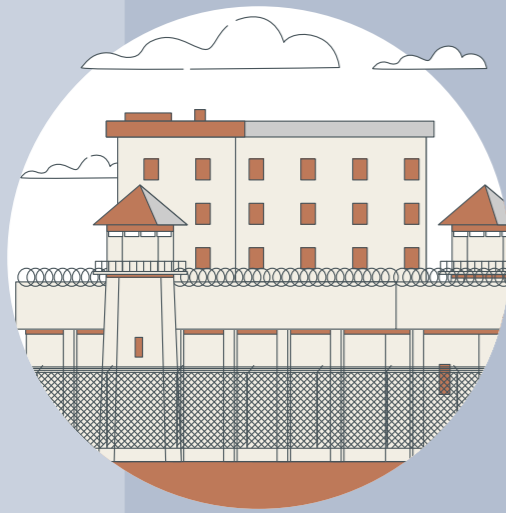
As an Infrastructure Operations Development officer, ASP1 Joshua handles infrastructure projects such as the Infra-related solutions for Heat Mitigation Plan in SPS. He explores the feasibility of making infrastructure enhancements within prisons to mitigate the hot and humid climate of Singapore. These enhancements include improving ventilation and lowering the overall ambient temperature within prisons, thereby reducing the risk of heat related injuries, and making it a safer environment for both inmates and prison officers.

IDB's job functions comprise the following three areas:



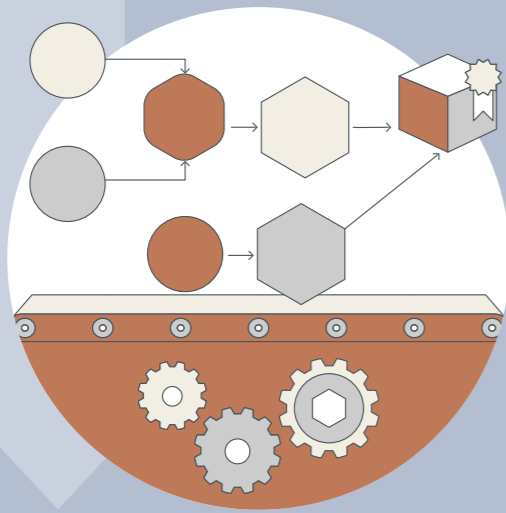
Infra Operations Planning

- Oversees infrastructure policies and governance to ensure compliance to various building codes, construction and infrastructure guidelines.
- Formulates SPS's infrastructure masterplan and roadmap and future plan SPS's infra needs and capabilities in alignment with SPS's strategies.



Infra Sustainment

- Works closely with HTX Building & Infrastructure (B&I) to oversee facility management managers and contractors working in SPS, to ensure a functional and pleasant working environment in SPS.



Infrastructure and Operations Development

- Works closely with HTX B&I and stakeholders for end-to-end project management of all infra projects.
- Involved in GreenGov Resource Management Plan to ensure SPS complies with various environmental sustainability measures and targets.



ASP1 Joshua regularly engages stakeholders to understand the infrastructural needs.

Opportunities for Development

As a Mechanical Engineering graduate, managing infrastructure projects is new for ASP1 Joshua. However, he was provided with opportunities to upskill himself to ensure he is competent in this role. ASP1 Joshua said, "There are courses that we can attend to give us a wider view of the work in our fields and are useful in growing our competencies in our roles. My supervisors recognise the value of continuous upskilling and are always supportive of us in attending courses." An example of a course that ASP1 Joshua had attended was Systems Thinking and Root Cause Analysis whereby he learned about viewing issues as interconnected parts of a larger system rather than isolated incidents. This enabled ASP1 Joshua to become more adept in identifying the fundamental infrastructural issues and suggesting appropriate solutions.

Satisfaction at Work

After being in IDB for just over a year, ASP1 Joshua felt that there is still much to learn, especially in the areas of infrastructure governance. "I am grateful for the opportunity to be exposed to this unique aspect of SPS's work. I enjoy my work as a project officer as there are many opportunities to learn new things in the course of work. Every project has its unique pain points to address, and in the process of searching for possible solutions, I learn more about prison infrastructure design, procurement processes and even contract management," ASP1 Joshua reflected.

A Different Aspect of Operations and Rehabilitation

Although ASP1 Joshua may not be working directly with offenders as before, he sees the value in the work that he does in IDB as he gets to develop new skills and can continue to ensure the safe custody of inmates by developing prison infrastructure that is conducive for rehabilitation.



A Supportive Network: ASP1 Joshua is heartened to have colleagues and bosses who continually guide and support him.



Yellow Ribbon Singapore's booth at One Tampines Hub.

Yellow Ribbon Project (YRP)



SPS celebrates the 20th anniversary of the Yellow Ribbon Project (YRP) this year. In this issue of Prison News, discover how YRP is weaving together community spirit for second chances!



Reported by MX12 Dhivya Rajaram

Weaving Hope: Yellow Ribbon Project's Patchwork Blanket Initiative

Together with its community partner Weaving Happiness, the Yellow Ribbon Project (YRP) has entered the Singapore Book of Records for the largest patchwork blanket created! This initiative aims to bring together various segments of the community such as families and children of incarcerated offenders, students, corporate organisations and volunteers to stitch the largest patchwork blanket from recycled fabric, showcasing the strong community support for second chances.

Members of the public had the opportunity to contribute to this meaningful project at Our Tampines Hub.



Scan the QR code to check out YRSG's Instagram page and follow the journey to stitching the largest patchwork blanket!

Agencies and interest groups such as Uniqlo and the Tampines Changkat Zone 8 Sewing Interest Group extended their support by stitching segments of the patchwork blanket.



Engaging the community at One Tampines Hub.

Additionally, as part of the Singapore Prison Service-Yellow Ribbon Singapore Corporate Advance held on 30 April 2024, attendees were invited to add their stitches to the patchwork blanket.

The culmination of this effort was unveiled on 31 July 2024—a vibrant tapestry of stories, stitched together by inmates, ex-offenders, and members of the public. The blanket will later be transformed into merchandise for sales and fundraising, benefiting marginalized communities.

From the first stitch to the final reveal, join us in celebrating 20 years of the Yellow Ribbon Project—a journey of empowerment, inclusion, and second chances!



SPS staff adding their stitches to the patchwork blanket at the SPS-YRSG Corporate Advance 2024.