

Instilling Public Service Ethics in the Singapore Public Service



Key Objectives



1. Ground officers in **principles** which undergird conduct of business of government
2. Instill public service **values** of integrity, service and excellence

→ *Formal Training Interventions*

- **Milestone Programmes**

Principles of Governance



Leadership is Key

- Eschew corruption
- Do what is right, not what is popular
- Be pragmatic
- Provide long-term vision

A Stake for Everyone, Opportunities for All

- Singapore a global city and choice home
- Promote collective responsibility
- Beyond physical stakes
- Preserve our core values & identity

Reward for Work; Work for Reward

- Self-reliance, not welfare
- Meritocracy for best use of talent

Anticipate Change; Stay Relevant

- Stay nimble and flexible
- Be better organised than our competitors
- Exploit opportunities even in adversity
- Turn constraints into advantages

Core Values



The Singapore Public Service Core Values



- **Integrity**
 - incorruptibility
 - high standard of integrity expected
- **Service**
 - serve with empathy and respect
 - have the overall interest of nation in mind
- **Excellence**
 - strive towards excellence
 - be the best that one can be

Leadership Training for All Levels



MILESTONE PROGRAMMES

Level	Division 1 Officers	High Potential Division 1 Officers	Management Associates/ Administrative Officers
DS/CEO			Leaders In Administration Programme (LAP)
Directors			Senior Management Programme (SMP)
Directors (New)	Governance and Leadership Programme (GLP)		
SAD/DD	Strategic L.E.A.D. Programme (SLEAD)	Management Development Course (MDC)	Leadership Development Programme (LDP)
Assistant Managers/ Managers/ Assistant Directors	Manager L.E.A.D. Programme (MLEAD)		Foundation Course (FC)
Entry		Executive Development Course (EDC)	BEACON Development Programme
	Public Service Induction Programme (PSIP) / Mid-Career Officers' Induction Programme (MIP)		
Pre-employment		Developments in Public Policy Seminar (DPPS)	

Internal Programmes



1. Instructor-led training

- Manager L.E.A.D. Programme
 - Designed for officers who are managing teams
 - Anti-corruption training led by CPIB instructors

2. Web-based training

- Public Service Induction Programme
 - Designed for newly recruited officers
 - A blended programme that comprises web-based e-learning and 2-days classroom training

External Programmes



1. Provide anti-corruption training
 - Commonwealth countries
(partnering Commonwealth Secretariat)
 - “Public Governance for Vietnam” and “Governance for African Countries”
(partnering Japan International Cooperation Agency)

2. Organise governance training programmes
 - Leaders in Governance Programme
(held annually at CSC)



Thank You