

NEW SIGHTS NEW HEIGHTS

HOME TEAM ACADEMY ANNUAL REPORT 2011/2012



HOME TEAM ACADEMY

A member of the HOME TEAM since 2006

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The flags of the Home Team Departments adorn the Academy Headquarters



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Visits, Events & Courses



Message from the Chief Executive

Home Team Academy (HTA) celebrated its fifth anniversary in September 2011. As the Academy matures from a fledgling training institution, we are now focusing on deepening the paradigms of professionalism in Home Team (HT) training and enhancing training with technology.

Two new Home Team (HT) Joint Schools, namely the HT School of Criminal Investigation (HTSCI) and the Centre for Protective Security Studies (CPSS), have been established to further develop specialised competencies in the areas of criminal investigation and protective security respectively. The formation of these schools is a step in the right direction towards greater synergy in leveraging on the specialised knowledge of domain experts within the HT.

On the international front, HTA organised an inaugural ASEAN Counter Terrorism Workshop on Crisis Management in Post-Attack Scenarios this work year. The event provided an excellent platform for ASEAN member states to share lessons learnt and challenges faced in managing crises precipitated by terror attacks, gain insight into their crisis management and emergency systems and be brought up to date on trends and development in terrorist modus operandi in ASEAN and surrounding regions. Beyond the expansion of knowledge, the icing for the workshop was surely the opportunity to build bonds and friendship among the participants.

In keeping with the tenet, "We train our officers as they would operate on the ground" of our training philosophy, HTA has adopted the use of technology to further enhance realism in the training of officers through the use of different types of training simulation. One example is the use of the emergency planning gaming software by junior officers to increase their understanding and appreciation of the roles played by emergency authorities in managing an incident. The Exercise Inject Management System is another basic simulation tool used in the conduct of table-top exercises. We have initiated the acquisition process for a more advanced training simulation system capable of providing multi-level and multi-agency scenario-based training for the HT and its related agencies in managing complex incidents.

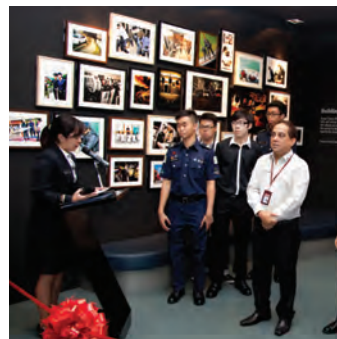
As the flagship academy of the HT, it is incumbent on HTA to enhance instructional standards and promote learning excellence in the HT. HTA aims to introduce an instructional and learning excellence programme which encompasses the setting of instructional standards for HT trainers, sharpening of their instructional capabilities as well as leveraging on the available information technology for online and mobile learning to enhance the current level of blended learning in the Academy.

We will leverage on technology to continually push the Academy to new frontiers of learning and towards our vision of being a premier institution for Homefront Security, Safety, Joint Operations and Law Enforcement together with the HT Department schools.

Since its establishment in 2006, HTA has come of age. It has morphed into an institution for the HT, where officers of all levels, grades, schemes come together for training, molding them as HT officers. The training model of blended learning with our focus on new technologies to bring learning to all HT members seeks to reinforce this paradigm as we seek to install continuous learning as a necessary tool for excellence. The synergies and team relationships reaped are immeasurable. We will continue to challenge ourselves to raise the learning experiences and further entrench the values of values of Honour and Unity to those who pass through our hallowed halls.

As a final note, I would like to also thank all our partners and colleagues, local and abroad, who have contributed to HTA's development over the years, and especially to the ever committed and dedicated staff that have made HTA the learning institution of pride that it is today.

Derek Pereira
Chief Executive
Home Team Academy



BOARD OF GOVERNORS

From top (left to right)



MR TAN TEE HOW
Permanent Secretary
Ministry of Home Affairs

MR KHOO BOON HUI
Senior Deputy Secretary
Ministry of Home Affairs



MS GOH SOON POH
Deputy Secretary (Policy)
Ministry of Home Affairs

MR TAI WEI SHYONG
Deputy Secretary (Security)
Ministry of Home Affairs

From top (left to right)

MR NG JOO HEE
Commissioner
Singapore Police Force

MR ERIC YAP
Commissioner
Singapore Civil Defence Force



MR SOH WAI WAH
Director
Singapore Prison Service

MR CLARENCE YEO
Commissioner
Immigration & Checkpoints
Authority



MR NG SER SONG
Director
Central Narcotics Bureau

MR DEREK PEREIRA
Chief Executive
Home Team Academy



*Appointed by the Minister for Home Affairs,
the Board of Governors plays a major role
in the Academy's policy formulation, guiding and
approving its broad action plans and activities.*

From top (left to right)



MR GOH LIANG KWANG
Chairman (Special Projects)
Ministry of Home Affairs



MR CHAN KWOK MUN
Director
Finance Division
Ministry of Home Affairs



MR BENNY LIM
Former Permanent Secretary
Ministry of Home Affairs



MR KOH SIONG LING
Senior Director
Human Resource Division
Ministry of Home Affairs



MR JOHN LIM
Senior Director
Homefront Security Division
Ministry of Home Affairs

"The Home Team Academy is perhaps the most critical institution to ensuring the sustainability and growth of a genuine Home Team identity and spirit. It is responsible for inculcating deeply in successive generations of trainees, the common values and sense of a shared mission that lead them to aspire and develop collaborative, synergistic professional relationships at work and in their careers, across the many departments which make up the Home Team."



MR BENNY OON
Senior Director
International Cooperation Division
Ministry of Home Affairs

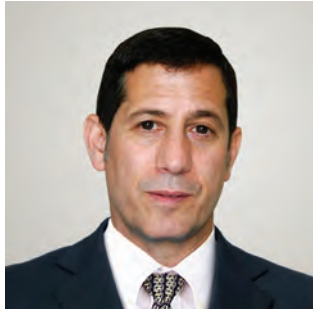
The Chief Executive and staff of the Home Team Academy wish to thank former Permanent Secretary and Chairman of the Board of Governors for his contributions towards the establishment of the Academy.

Not in photo:

Mr Loh Ngai Seng
Director
Ministry of Home Affairs

Ms Jennifer Tan
Senior Director
Strategic Planning &
Development Division
Ministry of Home Affairs

ADVISORY PANEL MEMBERS



PROFESSOR BRUCE HOFFMAN
*Professor
Edmund A Walsh School of Foreign
Service Security Studies Program
Georgetown University*



PROFESSOR DAVID H. BAYLEY
*Distinguished Professor
School of Criminal Justice
University of Albany*

**BRIGADIER-GENERAL (RET)
RUSSELL HOWARD**

*President
Howard's Global Solutions
Pacific Grove
California*

*Adjunct Professor of
Counter-terrorism Studies
Monterey Institute of
International Studies*

*Senior Fellow
Joint Special Operations
University
Hulburt Field
Florida*



PROFESSOR PAN TSO-CHIEN
*Executive Director
Institute of Catastrophe
Risk Management
Nanyang Technological University*



DR HENRY LEE
*Distinguished Chair Professor
University of New Haven

Founder
Henry Lee Institute of
Forensic Science

Director
National Crime Scene
Training Center*



MDM ZURAI DAH ABDULLAH

Deputy Chief Executive
(Administration)
Commander
Singapore Police Force
Training Command

MR DEREK PEREIRA

Chief Executive

MR LOY CHYE MENG

Deputy Chief Executive
(Training & Development)

ACADEMY SENIOR MANAGEMENT



MS SUGUNA RAMASAMY

Senior Assistant Director
Strategic Planning &
Organisation Development

MR MELVIN WONG

Director
Strategic Affairs

MS MICHELLE LOH

Senior Assistant Director
Corporate Communications &
International Affairs

STRATEGIC AFFAIRS CENTRE



MS WENDY AW

Senior Assistant Director
Training Development &
Management

MR ANBALAGAN THANGARAJAH

Director
Joint Training

MR DOMINGO MOLINA JR.

Senior Assistant Director
Joint Operations Training

JOINT TRAINING CENTRE



MR ALAN OH

Senior
Assistant Director
Administration &
Finance

MS VIOLA SIOW

Senior
Assistant Director
Human Resources

MS TAY LU LING

Director
Corporate Services

MS TER MEI LI

Senior
Assistant Director
Estate & Logistics

MR ALAN CHEE

Assistant Director
Security

Not in photo:

Mr Vadivelu Shanmugam
Senior Assistant Director, Infocomms & Technology

Mr Seetoh Chee Kiong
Head, Logistics

CORPORATE SERVICES CENTRE



SPECIALIST CENTRES

*Dr Majeed Khader
Director*

*Home Team Behavioural Sciences Centre
Ministry of Home Affairs*

*Ms Kittybond Koo
Deputy Director*

*Heritage Development Unit
Ministry of Home Affairs*

MR PATRICK STEPHEN

*Deputy Director
Training Safety & Audit*

TRAINING SAFETY & AUDIT BRANCH



BG (Ret) Russell Howard Advisory Panel Member speaking at the ASEAN Counter-Terrorism Workshop



Mr Masagos Zulkifli Minister of State, Ministry of Home Affairs & Ministry of Foreign Affairs delivering the opening address at the ASEAN Counter-Terrorism Workshop

FEATURES

Engaging Our Foreign Partners

ASEAN Counter Terrorism Workshop

In the last decade, the threat of terrorism has been a major security challenge for many countries, including those in the ASEAN region. To date, terrorist attacks against soft and hard targets in the region continue to take place. As part of the effort to strengthen cross-border understanding in managing crises precipitated by terrorist attacks, the four-day ASEAN Counter Terrorism Workshop was conducted by the Home Team Academy (HTA) from 12-15 July 2011.



SAC Philippe Migaux



ASEAN Participants

The programme included a full day crisis management exercise in the Home Team (HT) Training Village which was aimed at providing an opportunity for the participants to discuss their response plans and share their best practices in managing different forms of crises linked to terrorist attacks.

The exercise was conducted in two parts, comprising an issue-based discussion, a walk-through briefing and demonstration of various key workstations. The workstations were set up by the Singapore Police and Civil Defence Forces at the HT Training Village to showcase Singapore's incident response plan to manage a terrorist incident.

The ASEAN member participants were very candid in their cross-sharing of information pertaining to their country's capabilities, constraints and response plans in managing a terrorist incident. The discussion covered issues at the strategic and operational levels, from different perspectives, enabling a better understanding of the need for a multi-agency approach in response to a post terrorist attack scenario. The walk-through briefing at various workstations served to further clarify the operations of incident management systems at the operational and tactical levels. There was a generous exchange of best practices to mount contingency response to a terrorist attack which enabled the participants to take away lessons that are relevant to their context and consider areas for improvement. Overall, the exercise provided a starting platform for the participants to strengthen operational ties with each other and initiate reviews, where necessary, of contingency plans in their respective countries.



Cordon enforcement and snatch rescue at a chemical agent release site



Mitigation of a chemical agent source at an incident site



Decontamination of casualties using a fire engine



Decontamination of casualties using a customised Personnel Decontamination Vehicle



Triage and treatment at a Customised Station with First Aid Treatment (SWIFT)



Body Holding Area for the dead and disaster victim identification



Forward Division Command Posts for command and control of operations at the site





Growing Capabilities New Training Courses Launched

The Home Team Academy (HTA) continued on its strategic thrust to roll out courses that are targeted at delivering competencies that are common across the Home Team (HT) Departments. Targeted at HT officers, the two new courses developed and conducted in 2011 are the Evidence Based Intelligence, Interview & Interrogation (EB3i) Workshop and the HT Senior Staff Course (HTSSC).



Home Team Senior Staff Course

The HTSSC is a new milestone course for Warrant Officers/Station Inspectors/Chief Warders or those of equivalent levels who are slated to assume more senior appointments. The objective of the course is to sustain the continuous learning of these officers, while equipping them with advanced knowledge and conceptual skills centring on regional issues affecting the Ministry of Home Affairs (MHA). An overseas regional study networking component forms part of the two-week course to provide opportunities for participants to gain an appreciation of the overseas security issues that may be relevant to the HT.



Pinnacle Training for Warrant Officers/
Station Inspectors/Chief Warders



Multi-agency participants



Lecturers from The Ali Soufan Group
(Ali Soufan and Mark Fallon)



Evidence Based Intelligence, Interview & Interrogation Workshop

The EB3i workshop is a close adaptation of the original course of the same name, developed by The Soufan Group. Its objective is to train practitioners in the investigation field and enhance their skills to obtain reliable and accurate information and intelligence using non-violent/non coercive tactics. Designed originally to train investigators to extract information and intelligence from high value terrorist suspects, the key principles are applied in the HT context to further enhance the investigative skills of HT officers. The workshop combines the teaching of theories and precepts based on the EB3i and role-playing under the close supervision of instructors with vast field experiences.

Crossing the Five-Year Milestone Home Team Academy 5th Anniversary

The Home Team Academy (HTA) officially turned five on 2 September 2011. Pride and satisfaction filled the hearts of HTA members as they reflected on their memorable milestone.

In light of a joyous occasion, a theme was set for the series of celebrations. Named 'U-nite', 'U-ntwind' and 'Are U-game?', the events were shaped to mark and commemorate the achievements, and more importantly recognise the people who helped built HTA in its formative years.

The celebrations kicked off on 20 August 2011 at the Campus ground. Our young HT partners - the National Police Cadet Corps (NPCC) and National Civil Defence Cadet Corps (NCDCC), gathered for a light-hearted challenge organised by HTA entitled "Are U-game for a quiz competition?" In all, 144 student cadets from 47 schools participated in a few rounds of quiz questions to gauge their knowledge on the history and operational capability of the HT. Not surprisingly, the level of understanding was found to be high among the cadets who took to the questions with confidence but as in any competition, there could only be one winner and the team from Admiralty Secondary School came in tops.

On the evening of 7 September 2011, the gaieties reached a peak. Mr Teo Chee Hean, Deputy Prime Minister (DPM), Coordinating Minister for National Security and Minister for Home Affairs, accompanied by Mr Khoo Boon Hui, Senior Deputy Secretary and Co-Chair of the HTA Board of Governors, Mr Derek Pereira, Chief Executive, HTA and senior representatives of the HT Departments presided over the launching ceremony of the Mission Wall which bears the marble-engraved mission statements of the Ministry HQ and the seven HT Departments, reflecting its stoic resolve to keep Singapore safe and secure. In itself a historical moment, it marks DPM Teo's first official act at the campus since his appointment as Minister for Home Affairs.

Our HT colleagues played hosts to DPM Teo and distinguished guests, including many external local and overseas partners, over a formal dinner at the Harmony Hall. Playing on a pun, the theme 'U-nite' was adopted to convey heartfelt appreciation to our partners who contributed to the making and success of HTA.

In DPM Teo's congratulatory speech, he highlighted HTA's major role as a 'force-multiplier' in distilling and sharing the experiences of the HT agencies. Apart from synergising with their fellow colleagues in operations, officers from every agency benefit from the shared knowledge and are able to improve their own knowledge and professionalism. The banquet culminated with performances by HTA's very own talents on stage.

In the final lap of celebrations, the Chief Executive hosted an "U-ntwind"ing informal get-together for the staff of HTA on 23rd September, as a display of appreciation for everyone's commitment and hard work in the Academy. There was a high sense of camaraderie amidst an evening of songs and music, reflective of the theme adopted at the official opening of the Academy in 2006 - 'Effective on its Own, Excelling as a Team'.



DPM Teo Chee Hean

Are U-game? - Quiz for the HT Cadet Corp

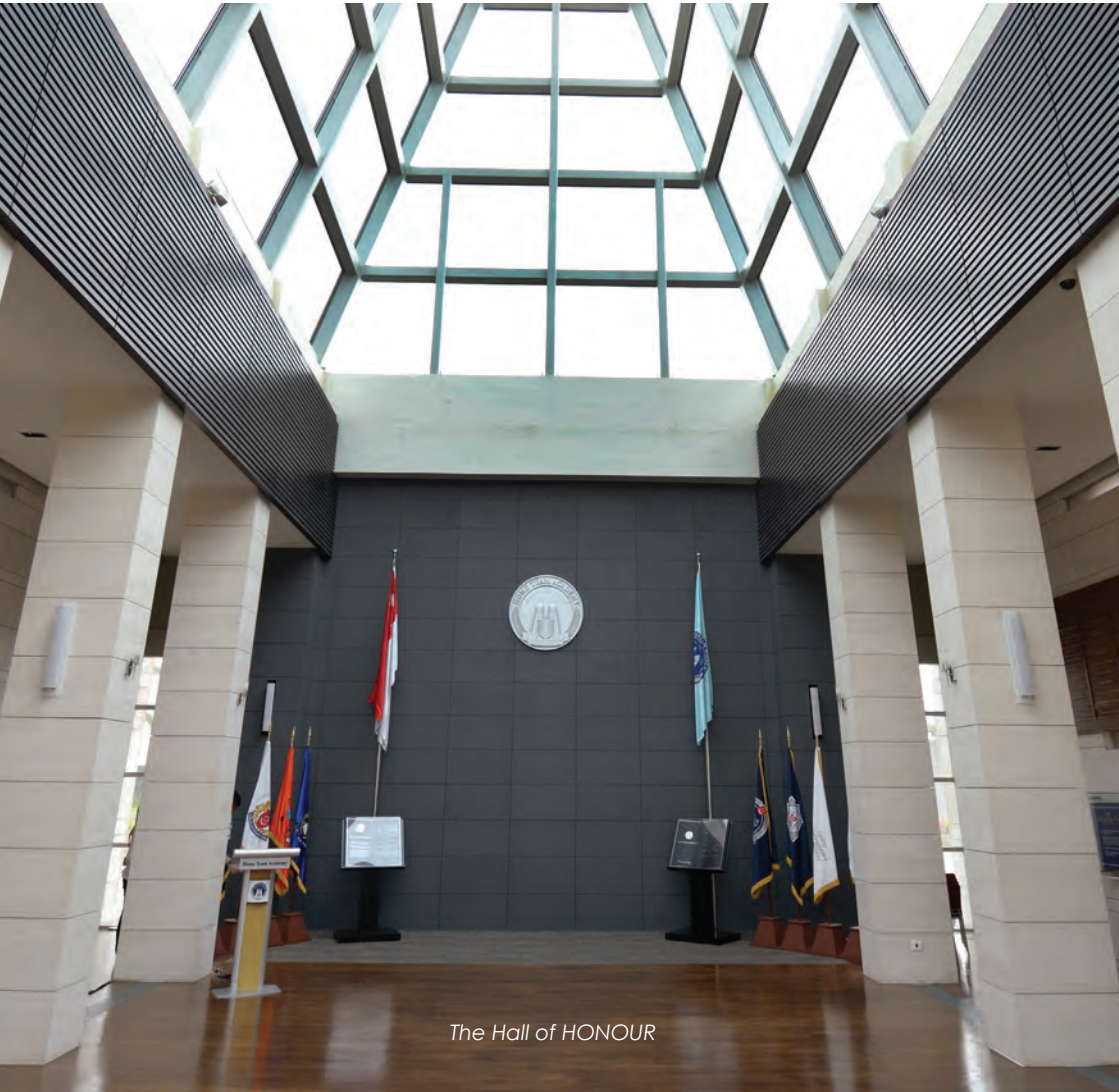


U-Nite - Dining-In & Launch of the Mission Wall



U-nwind - Staff Get-Together





The Hall of HONOUR



DPM Teo Chee Hean meeting Home Team trainees

HIGHLIGHTS

HIGHLIGHTS



March 11

- Lecture on "Threat of Improvised Explosive Devices" at the Ministry of Education's Emergency and Security Awareness Programme



April 11

- Home Team Academy (HTA) Workplan Seminar

May 11

- Conduct of assessment centres in support of the selection process of the Singapore Government Scholarship Home Team Affairs Uniform Service
- Home Team (HT) Senior Command and Staff Course



June 11

- Published the 3rd issue of the HT Journal entitled "Behavioural Sciences in Home Team Operations"
- HTA Board of Governors Meeting



- Launch and conduct of assessment centres in support of the HT Attachment Programme
- Inaugural audit course for the HT Training Safety Auditors

July 11

- Lecture by BG (Ret) Russell Howard, HTA Advisory Panel Member on "The Nexus: International Security Reality or so Much Political Hype?"
- ASEAN Counter-Terrorism Workshop on Crisis Management in Post Attack Scenarios
- Conduct of electronic focus groups in support of HTA's organisational review



- Formation of the HT School of Criminal Investigation
- Engagement Luncheon with HTA International Partners

- Collaboration with the Immigration & Checkpoints Authority to document the departing of the last train at the Tanjong Pagar Railway Station, with the Sultan of Johor at the wheel; the removal of the railway tracks; and the opening of the co-located Singapore and Malaysian Custom and Immigration Quarantine Complex at the Woodlands Train Checkpoint
- Visit by Rico Puno, Undersecretary for Peace and Order & Transnational Crime, Department of the Interior and Local Government and distinguished delegation

HIGHLIGHTS

September 11

- HTA 5th Anniversary Celebrations: Launch of the HT Mission Wall
- HTA 5th Anniversary Celebrations: "U-Nite", 'Dining-In'



October 11

- Conflict Management Workshop for HT Officers



November 11

- Collaboration with the Media Studies Unit to feature the HT galleries in the HT News Portal. As of January 2011, the Media Studies Unit completed the filming of the Civil Defence Heritage Gallery, Police Heritage Centre, HT Gallery and Central Narcotics Bureau (CNB) Heritage Gallery

- Launch of Training Safety Week



- Launch of HTBSC's International Visiting Researchers Programme

August 11

- Lecture by Professor Bruce Hoffman, HTA Advisory Panel Member on "Al Qaeda after Bin Laden and the 'Arab Spring'"
- Inaugural Security Awareness for Private Practitioners Workshop for Resorts World Sentosa

- Lecture by Professor Gérard Chaliand on "When Guerilla Strategies Translate into Terrorist Tactics"
- Visit by Mr Teo Chee Hean, Deputy Prime Minister, Coordinating Minister for National Security and Minister for Home Affairs

- Inaugural HT Senior Staff Course for Warrant Officers, Station Inspectors, Chief Wardens and officers of equivalent levels

- HTA 5th Anniversary Celebrations: "Are U-Game?" Quiz for the HT Cadet Corp

- HTA 5th Anniversary Celebrations; Staff "U-rwind" get-together
- Collaboration with the Singapore Prison Service Heritage Committee to harvest items at the former Kaki Bukit Centre

- Achievement of "Commendation Award" at the HT Innofest 2011's Innovation of the Year
- Inaugural visit by Dr Henry Lee, HTA Advisory Panel Member

- Inaugural Evidence Based Intelligence, Interview and Interrogation (EB3i) Course
- Re-organisation of Behavioural Sciences Unit into the HT Behavioural Sciences Centre (HTBSC)

- Visit by the participants of the International Crime Prevention Council

- ASEAN Workshop on the Security of Homemade Explosives Precursors

HIGHLIGHTS



- Visit by Mr. S. Iswaran, Minister, Prime Minister's Office & Second Minister for Home Affairs & Trade and Industry



- Research on first time drug abusers in Singapore (in collaboration with CNB and SPS) – a project commissioned by the HT Task Force on Drug Abuse. (Expected completion – April 2012)



January 12

- Establishment of the Centre for Protective Security Studies
- Design and conduct of coaching workshops for Ministry Headquarters Deputy Directors
- Report on the HT e-learning evaluation
- HT Journal Editorial Board Meeting
- Collaboration with the Police Coast Guard and the Police Heritage Centre to harvest the decommissioned 1st Generation Coastal Patrol Craft (PH Class)

- HTA Board of Governors Meeting

- Prize ceremony and official launch of the winning entries at the HT Gallery for the inaugural "Home Team Photos for The Future" Competition, held between May and October 2011. This photo competition imbued HT officers and HT Cadets with a greater consciousness about the importance of heritage preservation, which includes audio-visual heritage, in the Ministry of Home Affairs (MHA)

February 12

- Re-organisation of HTA's organisational structure and working model
- Transfer of HTA's Homefront Security and Safety Centre to the Centre for Protective Security Studies

- Contribution of research and images of artefacts for the National Heritage Board-commissioned exhibition on the Tiong Bahru Air Raid Shelter



- Visit by Senior Lieutenant General Professor Tran Dai Quang, Minister for Public Security, Vietnam and distinguished delegation



*Senior Lieutenant General
Professor Tran Dai Quang
Minister for Public Security, Vietnam
observing a training demonstration
at the Home Team Training Village*



*Mr Rico Puno, Undersecretary for Peace and Order
and Transnational Crime, Department of the Interior
and Local Government, Philippines exchanging views
with Chief Executive, HTA*

VISITTS EVENTS COURSES

VISITS

DATE	VISIT	COUNTRY	HOSTED BY
5 Apr 11	Mr Pierre Robert, Manager of International Programs from Canadian Police College	Canada	HTA
6 Apr 11	Dr. Jasim Mohammed Elbaker, Ministry of Interior from Abu Dhabi	United Arab Emirates	TRACOM
8 & 11 Apr 11	Graduation students from Local Polytechnics	Local	TRACOM
12 Apr 11	Participants of the Company Commander Course conducted by Singapore Civil Defence Force	Local	HTA
15 Apr 11	Participants of the Asia Pacific Programme for Senior National Security Officers (APPSNO)	ASEAN	HTA
9 May 11	Participants of the Public Service Week Learning Journey	Local	HTA
12 May 11	Mr Prum Sohka, Secretary of State	Kingdom of Cambodia	TRACOM
14 May 11	Prison Staff Training School Open House	Local	PSTS
18 May 11	Participants of the 2011 Lee Kuan Yew School of Public Policy Master in Public Management Attachment Programme	Malaysia	ICA
24 May 11	Superintendent Mark Wieszyk, South Australia Police and Inspector Sue Schwalger, New Zealand Police	South Australia and New Zealand	TRACOM
26 May 11	Participants of the 11th Integrated Narcotics Enforcement Programme	ASEAN	HTA

DATE	VISIT	COUNTRY	HOSTED BY
31 May 11	Senior Superintendent General Kim Nam-sung, Korean National Police Agency	Korea	TRACOM
31 May 11	Participants of the 4th Vietnam Senior Ministry of Public Security Law Enforcement Officers Training and Leadership Development Programme	Vietnam	HTA
8 Jun 11	Mr Cary Gleicher, Legal Attaché, Embassy of the United States, Singapore	United States	TRACOM
9 Jun 11	China Correctional Delegation	China	PSTS
14 Jun 11	Colonel Abdul Aziz bin Othman Da'rml, Saudi Arabic Police	Saudi Arabia	TRACOM
22 Jun 11	Delegation from Tianjin Eco-City	China	TRACOM
24 Jun 11	Participants from the National Youth Achievement Awards - Singapore United Forum	Local	HTA
28 Jun 11	Mr Chan Wing-hong Denys, Hong Kong Police Force	Hong Kong	TRACOM
30 Jun 11	Mr Alain Rondepierre, Chairman of Civipol Conseil	France	HTA
12 Jul 11	Mr Rico Puno, Undersecretary for Peace and Order & Transnational Crime, Department of the Interior and Local Government and Delegation	Philippines	HTA

DATE	VISIT	COUNTRY	HOSTED BY
12 - 21 Jul 11	Participants of the 7th Immigration & Checkpoints Competencies Training Programme	Australia, Hong Kong Special Administrative Region, ASEAN	ICA
26 Jul 11	Colonel Dang Van Cong, Director of the Faculty of the People's Police Academy and Delegation from the People's Police Academy	Vietnam	HTA
1 - 3 Aug 11	Dr Marcelano A Lipana, Vice President for Administration and Officer-in-Charge, National Police College and Delegation from the Philippines Public Safety College	Philippines	HTA
16 Aug 11	Mr Daniel Tan, Director of School of Interactive & Digital Media from Nanyang Polytechnic	Local	PSTS
9 Sep 11	Mr Gary Hill, Chairman of Staff Training and Development working group from the International Corrections and Prisons Association	United States	PSTS
9 Sep 11	Graduation students from Manpower Department, Recruitment Division	Local	TRACOM
12 Sep 11	Liutenant Colonel Mehanna Mohammed Al Nuaimi, Abu Dhabi Police	United Arab Emirates	HTA
13 & 14 Sep 11	Colonel Matar Mohamed Saeed Al Kaabi, Abu Dhabi Police	United Arab Emirates	TRACOM
16 Sep 11	Mr Teo Chee Hean, Deputy Prime Minister, Coordinating Minister of National Security & Minister for Home Affairs	Local	HTA
17 Sep 11	Participants of the Leadership in Community Programme by National Community Leadership Institute	Local	HTA

DATE	VISIT	COUNTRY	HOSTED BY
19 Sep 11	Superintendent Lee Wai Man, Hong Kong Police	Hong Kong	TRACOM
20 Sep 11	Mr Chau Hin-Hung, Detective Chief Inspector from Hong Kong Police and Delegation from the Hong Kong Police	Hong Kong	HTA / HTSCI
26 Sep 11	LTC Johan Bin Md Haron, Commanding Officer, Singapore Armed Forces Warrant Officer School	Local	HTA
19 Oct 11	Participants of the Japan-Singapore Partnership for the 21st Century (JSPP21) - ASEAN Border Cooperation for Managers	ASEAN	ICA
20 Oct 11	Superintendent General Mr Kim Hak Yeok, Korean National Police University	Korea	TRACOM
24 Oct 11	Ms Xiaozhun Tan, China Ministry of Public Security	China	TRACOM
27 Oct 11	Mr Haji Noor Jusmin bin Haji Abdul Samad, Deputy Permanent Secretary, and Delegation from the Security & Enforcement Division, Prime Minister's office of Brunei Darussalam	Brunei Darussalam	HTA
4 Nov 11	Mr Ir W.J.F. Van Geloven, Head of Netherlands Forensic Institute	Holland	HTSCI / HTA
10 Nov 11	Participants of the Ministry of Trade and Industry PS21 Excel Convention Learning Journey	Local	HTA
17 Nov 11	Participants of the International Crime Prevention Council	ASEAN, New Zealand, United States, Britain, Canada, Australia	HTA

DATE	VISIT	COUNTRY	HOSTED BY
22 Nov 11	Mr Gareth Tang, Temasek Polytechnic	Local	HTSCI
29 Nov 11	Participants of the ASEAN Home Made Explosives Precursors Workshop	ASEAN	MHA
30 Nov 11	Mr S. Iswaran, Minister, Prime Minister's Office & Second Minister for Home Affairs & Trade and Industry	Local	HTA
3 Dec 11	Prison Staff Training School Open House	Local	PSTS
5 Dec 11	Mr Zhang Wenbiao, Guangdong	China	TRACOM
6 Dec 11	Mr Liu Wenlai, Deputy Director and Delegation from the Henan Supervision Department	China	HTA
8 Dec 11	Mr Ip Lok Leong, Chief Officer of the Macau Prison	Macau	PSTS
12 Dec 11	Mr Fu Guoliang, Zhejiang Police Academy	China	TRACOM
4 Jan 12	Students from local Junior Colleges	Local	TRACOM
13 Jan 12	Delegation from Hong Kong Police Force	Local	TRACOM
19 Jan 12	Mr Alan Loh Peng Leong, Chairman and Delegation from the National Fire and Civil Emergency Preparedness Council	Local	HTA
3 Feb 12	Senator Antonio F. Trillanes IV, Chairman and Delegation from the Senate Select Oversight Committee on Government Procurement	Philippines	HTA
21 Feb 12	Litutenant Col Mubarak Awadh Mubarak Almeri, Chairman of the Board of Directors	Abu Dhabi	HTA

DATE	VISIT	COUNTRY	HOSTED BY
22 Feb 12	Mr Tan Puay Boon, Director of Legal Aid Bureau	Local	HTA
24 Feb 12	Lieutenant General Tran Dai Quang, Ministry of Public Security	Vietnam	HTA

EVENTS

DATE	EVENT
28 Jan 11	Home Team Academy (HTA) Corporate Retreat
16 Feb 11	HTA Chinese New Year Celebrations
25 Mar 11	HTA Staff Night - "Blockbuster Night"
8 Apr 11	HTA Workplan Seminar 2011 - New Sights New Heights
12 May 11	Trainers' Day - Moving Beyond Traditional Training
6 Jun 11	HTA Promotion Luncheon
15 - 17 Jul 11	Home Team (HT) Convention 2011 - Safe Home, Secure Nation
5 - 8 Jul 11	ASEAN Counter-Terrorism Workshop 2011 on Crisis Management in Post-Attack Scenarios
5 Aug 11	HTA National Day Observance Ceremony
20 Aug 11	"Are U-Game?" – Quiz for the Home Team Cadet Corp
7 Sep 11	"U-Nite" – Dining-In & Launch of the Mission Wall
21 Sep 11	HTA Hari Raya Celebrations
27 Sep 11	"U-nwind" – Staaff Get-Together
15 Oct 11	HT Games
21 Oct 11	HTA Lean Exec Forum
25 Oct 11	HT Innovation Fest 2011
18 Nov 11	Trainers' Day - Training Safety

DATE	EVENT
24 Nov 11	HTA Deepavali Celebrations
22 Dec 11	HTA Christmas Celebrations

COURSES

COURSES	NUMBER OF RUNS
HOME TEAM ACADEMY	
Audit Course for Home Team (HT) Training Safety Auditors	1
Basic Building Security Course	2
Case Method Workshop	1
Case Writing Course	1
Community Engagement Executive Development Programme	1
Community Engagement Programme (CEP Trainer Programme)	1
Evidence Based Intelligence, Interview and Interrogation Workshop	2
Foundational Facilitation Workshop	5
Home Affairs Senior Officers Induction Course	4
HT Advanced Course for Junior Officers	4
HT Advanced Course for Senior Officers	2
HT Basic Course	4
HT Conflict Management Workshop	1
HT Joint Operations Staff Course for Senior Officers	1
HT Learning Journey – Advanced for Junior Officers	2
Home Team Learning Journey – Advanced for Management Support Officers and Corporate Support Officers	2

COURSES	NUMBER OF RUNS
HT Learning Journey – Advanced for Senior Officers and Home Affairs Senior Officers	2
HT Learning Journey – Management Support Officers Induction Course	3
HT Senior Command and Staff Course	1
HT Senior Staff Course	1
Instructional Design Course	1
Leaders in Education Programme International	1
Methods of Instructions Workshop	10
Multimedia Course	3
Protective Security Training Programme - Advanced	1
Protective Security Training Programme - Foundation	1
Red Teaming Officers Course	4
Security Awareness for Private Practitioners Workshop	2
Security of Sensitive Materials Awareness Programme	7

COURSES	NUMBER OF RUNS
POLICE TRAINING COMMAND	
Advanced Developmental Course	4
Automated External Defibrillator Course	54
Behavioural Skills Course	2
Chemical Biological Radioactive Explosive Course	10
Class 2 Intermediate Riding Course (for class 2A and 2 CDL holders)	4
Class 2B Intermediate Riding Course	1
Class 2B Riding Course	3
Class 2B Riding Familiarisation Course	17
Class 3 Driving Familiarisation Course	182
Class 3 Driving QDL Course for Division Officers (for Regular and NS-absorbed officers)	3
Class 3 Intermediate Driving Course	31
Class 3 Probational Driving Licence Course (for Basic Course trainees)	28
Class 4 Driving Course	11
Class 4 Driving Course (Restricted)	4
Class 4 Driving Familiarisation Course	5
Company Commander Course	2
Computerised Investigation Management System 2 (CRIMES 2) Course	28

COURSES	NUMBER OF RUNS
Concealed Weapon Tactics Trainer Course	6
Concealed Weapon Tactics Course	5
Cubicon and Integrated Operation Control Terminal Course	2
Drill Induction Course	4
Driving Instructor Course	3
Firearm (Revolver) Instructor Course	1
First Aid Course	40
First Aid Recertification Course	43
Forward Command Vehicle Familiarisation Course	7
Forward Command Vehicle Refresher Course	9
Frontline Officers Computerised System Course	28
Incident Management Course For Frontline Supervisors	8
Individual Physical Proficiency Test Tester Course	4
Intermediate Developmental Course	4
Intermediate Developmental Course (for PNSmen)	2
Koban Seminar	1
Land Rover Familiarisation Course	115
Mobile Data Terminal Course	28

COURSES	NUMBER OF RUNS
Modified Basic Police Training (for PNSF)	5
Neighbourhood Police Centre Officer Course (PNSF)	8
Neighbourhood Police Centre Officer Course (Regular)	4
Neighbourhood Police Centre Officer Refresher Training (for PNSmen)	5
Neighbourhood Police Centre Supervisor Course (for COs, OOs and TLs)	2
Neighbourhood Police Centre Support Officer Course (for PNSF)	8
Officer Cadet Course (for PNSF)	4
Persons-in-Custody Management Course	11
Physical Training Instructor Course	4
Police Defensive Tactics Trainer Certification	2
Police Defensive Tactics Trainer Recertification	8
Police Officer Basic Course (PNSF)	69
Police Officer Basic Course (Regular)	12
Probationers' Competency Assessment Officer Course	4
Range Conducting Officer Course	3
Senior Officer Basic Course	8
Senior Officer Basic Course Leadership Module	7

COURSES	NUMBER OF RUNS
SPF Command and Staff Course	1
Staff Assistant Course (for PNSF)	7
Staff Officer Course for Senior Officers	2
Station Security Officer Course (for PNSF)	6
Strategic Reserve Troop Course (for PNSmen)	6
Taser Trainer Course	2
Taser Trainer Recertification Course	5
Training Shoot	960
Vigilant Corps to Special Constabulary Conversion Course	4
X-Ray Imaging Identification Course for Supervisors	3
X-Ray Imaging Identification Recertification Course	1

COURSES	NUMBER OF RUNS
PRISON STAFF TRAINING SCHOOL	
Basic Officer Course for Prison Officers	2
Basic Officer Course for Senior Prison Officers	1
Foot Drill Refresher Course	1
Jailcraft Exercise Training	12
Jailcraft Video Simulation Training	8
Officer-in-Charge of Housing Unit Course	1
Prison Officer Supervisory Course	3
Remedial Training	2
Senior Officer Advanced Course	1
Singapore Prison Service Command & Staff Course	1

COURSES	NUMBER OF RUNS
IMMIGRATION & CHECKPOINTS AUTHORITY TRAINING SCHOOL	
ASEAN Border Leadership Exchange Programme	1
Basic Firearms Training	20
Basic Unarmed Combat Training	22
Chemical, Biological, Radiological and Explosives Programme	24
Classification Shoot	73
Counselling Course	4
Enhancement of Pre-Targeting Capability for Cargo Clearance at Land, Sea and Air Checkpoints	1
First Aid Course with Certification	6
ICA Leadership Development Programme for Middle Management	1
ICA Management Support Officer Basic Course	3
ICA Senior Officer Basic Course	6
ICA Specialist Basic Course	19
ICA Specialist Developmental Programme	1
Immigration & Checkpoints Competencies Training Programme	1
Internal Audit Course	2
Japan-Singapore Partnership Programme for the 21st Century (JSPP21) - ASEAN Border Cooperation for Managers	1

COURSES	NUMBER OF RUNS
Legislation Briefings by Controlling Agencies	2
Performance Management Course	4
Refresher Training on Documents & Permits for Cargo Clearance	9
Singapore Cooperation Programme - Passenger Clearance Module	1
Supervisory Course for New Supervisors	6
Training Workshop on Penal Code, Criminal Procedures Code and Evidence Act	4
X-ray Refresher Training	7
X-ray Screening Training	8

COURSES	NUMBER OF RUNS
HOME TEAM SCHOOL OF CRIMINAL INVESTIGATION	
Computer Forensic Workshop	1
Criminal Registration Course	3
Disasters Victim Identification Course	1
Fingerprint Chemical Enhancement Course	1
Home Team Advanced Investigation and Supervisory Course	1
Home Team Advanced Investigation Course	3
Home Team Basic Investigation Course	7
Home Team Intermediate Investigation Course	4
Operational Response to Criminal Biological Incidents Workshop	1
Post Blast Investigation Basic Course	2
Post Blast Investigation Re-certification Module	5
Post Blast Investigation Trainers' Re-certification Course	2
Scene of Crime Course	1
Victim Management Course	2
White Collar Crime Course	1
Workshop on Good Grammar & Statement Recording	2

COURSES	NUMBER OF RUNS
HERITAGE DEVELOPMENT UNIT	
Oral History Workshop	2
Digital Basic Photography Workshop	1
CENTRE FOR PROTECTIVE SECURITY STUDIES	
Agency Security Officer Course	1
Protective Security Training Programme	2

Home Team Basic Course Graduation Ceremony

