



NATIONAL POLICE CADET CORPS

DIRECTIVE

PART II NO. 5

27 APRIL 2007

CADETS' PROMOTION

OBJECTIVES

- 1 The objectives of this Directive are :
 - a To standardise the promotion procedure for cadets.
 - b To standardise the promotion criteria for cadets.
 - c To regularise the promotion exercises in NPCC Units.

CADET RANKS

- 2 There are a total of 6 ranks for the advancement of cadets. The cadet ranks are :
 - a Lance Corporal LCpl (NPCC)
 - b Corporal Cpl (NPCC)
 - c Sergeant Sgt (NPCC)
 - d Staff Sergeant SSgt (NPCC)
 - e Station Inspector SI (NPCC)
 - f Cadet Inspector CI (NPCC)

ELIGIBILITY FOR PROMOTION

- 3 Secondary One to Secondary Five cadets are eligible for promotion up to the cadet rank of SI (NPCC).
- 4 Graduating cadets who have achieved at least 4 credits in General Cambridge Examination may be recommended by the OC Unit for advancement to CI (NPCC). Cadets studying in Integrated Programme (IP) will need to pass the 4th year school examination. The criteria and application for advancement to CI (NPCC) are given in Sub Directive, Part II No 1d – Cadet Inspectors.
- 5 It is prudent to avoid over promotion as promotion comes with responsibilities. However, it is important to sustain interest through regular and fair promotions of cadets.
- 6 The recommended levels for promotions are as follows :
 - a Secondary One Lance Corporal (NPCC)
 - b Secondary Two Corporal (NPCC)
 - c Secondary Three Sergeant (NPCC)
 - d Secondary Three Staff Sergeant (NPCC)
 - e Secondary Four Station Inspector (NPCC)
 - f Secondary Five Station Inspector (NPCC)
- 7 Apart from the recommended level for promotion, a cadet must serve in his substantive rank for a minimum of four months before he can be considered for promotion to the next rank.

PROMOTION CRITERIA

- 8 The qualifying criteria for promotion to the various ranks are as follows :

	Rank	Proficiency Level (Land)	Proficiency Level (Sea)
a	Lance Corporal (NPCC)	<ul style="list-style-type: none">○ Camp Craft○ Road Safety	<ul style="list-style-type: none">○ Basic Coastal Navigation (Bronze)○ Maritime Policing Operations (Bronze)

	Rank	Proficiency Level (Land)	Proficiency Level (Sea)
b	Corporal (NPCC)	<ul style="list-style-type: none"> ○ Crime Prevention ○ Drill 3rd Class 	<ul style="list-style-type: none"> ○ Crime Prevention ○ Basic Coastal Navigation (Silver) ○ Maritime Policing Operations (Silver)
c	Sergeant (NPCC)	<ul style="list-style-type: none"> ○ Anti Narcotics ○ Civil Defence ○ Adventure Training ○ Community Safety & Security 	<ul style="list-style-type: none"> ○ Anti Narcotics ○ Civil Defence ○ Basic Coastal Navigation (Gold) ○ Maritime Policing Operations (Gold)
d	Staff Sergeant (NPCC)	<ul style="list-style-type: none"> ○ Police Knowledge ○ Crime Scene Investigation ○ Home Front Security 	<ul style="list-style-type: none"> ○ Police Knowledge ○ Home Front Security
e	Station Inspector (NPCC)	<ul style="list-style-type: none"> ○ Police Youth Ambassador 	<ul style="list-style-type: none"> ○ Sailing (Dinghy) ○ Kayaking (2 Star)

- 9 Recommendations for promotions will not be based solely on proficiency, but should also take into account the attendance, conduct, attitude and aptitude of the cadets.
- 10 OC Units should also consider the leadership skills of cadets recommended for promotion to the rank of Sgt (NPCC) and above. OC Units may conduct promotion tests as he thinks fit.

PROMOTION BOARD

LCpl (NPCC) to SSgt (NPCC) Promotions

- 11 The OC Unit shall convene and chair the promotion board for promotions of cadets for the ranks from LCpl (NPCC) to SSgt (NPCC). The promotion board shall comprise another officer nominated by the OC Unit. The promotion board shall be the authority to approve the promotions.

SI (NPCC) Promotions

- 12 The Assistant Commandant shall convene and chair the promotion board for promotions of cadets for the rank of SI

(NPCC). The promotion board shall comprise 2 other OC Units nominated by the Assistant Commandant and 1 officer from the same unit.

- 13 Assistant Commandants are to submit the SI promotion recommendation ([Annex A](#)) to Head Human Resource, HTCC HQ for approval of promotion.

PROMOTION EXERCISES

- 14 It is recommended that OC Units conduct promotion exercises for all levels every 6 months, ie May/June and Nov/Dec of each year.
- 15 The promotion could be made effective in July and Jan of each year. The recommended Promotion Cycle is as follows:

Mid Year Promotion Exercise	
Assessment Period	Jan – June
Assessment of Recommendation by Promotion Board	May – June
Effective Date of Promotion	July
Year End Promotion Exercise	
Assessment Period	July – Dec
Assessment of Recommendation by Promotion Board	Nov – Dec
Effective Date of Promotion	Jan

CONCLUSION

- 16 This Directive supersedes Directive No 2 dated 1 Jan 1995 and will take effect from 27 April 2007.



GERALDINE TAN
COMMANDANT
NATIONAL POLICE CADET CORPS

Encl

Annex A – SI Promotion Form
PART II, NO 5 Cadets' Promotion

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NATIONAL POLICE CADET CORPS

RECOMMENDATION FOR PROMOTION TO STATION INSPECTOR (NPCC)

Name of Cadet (as in NRIC): _____ Gender: F/M
School: _____ Class: _____
Area: _____ Date of Promotion to SSgt (NPCC) : _____

SECTION A – OC Unit’s Inputs

1. Discipline, Turnout and Bearing

2. Attendance at Unit Trainings

Sec 1: _____ % Sec 2: _____ % Sec 3: _____ %

Sec 4: _____ % Sec 5: _____ % (if applicable)

3. NPCC Courses Attended (please include year attended)

4. Participation in NPCC Activities/Functions

5. Participation in NPCC Incentive / Educational Tour

6. Contributions to Unit

7. Proficiency Badges Awarded

8. OC Unit's Comments

RANK & NAME OF OC UNIT

SIGNATURE

DATE

SECTION B – Assistant Commandant's Recommendation

9. Promotion

- Recommended
- Not Recommended

10. Basis for Recommendation for Promotion

RANK & NAME OF AC

SIGNATURE

DATE