



# REPUBLIC OF SINGAPORE NAVY

IS IT CRAZY  
TO JOIN THE NAVY  
OR CRAZIER TO  
LEAVE YOUR HOME  
UNDEFENDED?



# THE FOUR KEY ROLES OF OUR NAVY



# OUR PURPOSE

For centuries, maritime trade has been a key component of Singapore's economy and vital to our survival and prosperity. Given Singapore's strategic location, seaborne trade is the lifeblood of our economy – we rely on the sea to import valuable cargo and energy, and to export goods we manufacture.

Our port is one of the busiest in the world and our offshore islands along the Singapore Strait host some of the world's largest oil refineries. Threats to Singapore's waters – the borders of a small island state measuring no more than 50km by 27km with no geographic depth – are also threats to the nation and Singaporeans' livelihoods. The sea is Singapore's lifeline, our link to the world and our first line of defence.



## Protecting our sea lines of communication

Singapore sits astride the major sea lines of communication in the world. Cut off its access to them and Singapore will immediately be isolated. The RSN plays an important role in maintaining access to these sea lines of communication and deterring disruption to the maritime trade in the Singapore Strait.

## Enhancing diplomacy

The RSN contributes to the expansion of Singapore's policy space by making friends and sustaining strong relationships with fellow navies in the region and beyond. Building relationships with friends and partners improves trust and interoperability and makes it easier to tackle transnational maritime threats and security challenges together.

## Ensuring maritime security

The Singapore Strait is one of the busiest waterways in the world, with close to a thousand ships plying it daily. Given its proximity to the country's city centre and critical industries, it is crucial that the RSN ensures that maritime security is never compromised. The Navy operates 24/7 in Singapore waters, supported by surveillance and sense-making hubs ashore, and works closely with national and regional maritime agencies and navies to ensure that our seas are safe and secure for all.

## Securing our peace

In peace, the RSN hones our warfighting capabilities. We are always ready to answer the call of duty and work with friends and partners to protect the seas, which are global commons. Should deterrence and diplomacy fail, the RSN will secure a swift and decisive victory for Singapore against any aggressor at sea.

# OUR ARSENAL OF ASSETS

Submarines, warships and naval aircraft are critical instruments that secure our peace and security every day. In the Navy, you will be working with these assets to respond to any eventualities that may occur in the complex and challenging maritime domain.

## FLEET



**ENDURANCE-CLASS LANDING SHIP TANK**

**Length:** 141 metres  
**Speed:** In excess of 15 knots  
**Displacement:** 6,000 tonnes



**VICTORY-CLASS MISSILE CORVETTE**

**Length:** 62 metres  
**Speed:** In excess of 30 knots  
**Displacement:** 530 tonnes



**FORMIDABLE-CLASS FRIGATE**

**Length:** 114 metres  
**Speed:** In excess of 25 knots  
**Displacement:** 3,200 tonnes



**CHALLENGER-CLASS SUBMARINE**

**Length:** 51 metres  
**Speed:** 10 knots (surfaced), 16 knots (submerged)  
**Displacement:** 1,130 tonnes (surfaced), 1,200 tonnes (submerged)



**ARCHER-CLASS SUBMARINE**

**Length:** 60.5 metres  
**Speed:** 8 knots (surfaced), >15 knots (submerged)  
**Displacement:** 1,400 tonnes (surfaced), 1,500 tonnes (submerged)



**INVINCIBLE-CLASS SUBMARINE**

**Length:** 70 metres  
**Speed:** >10 knots (surfaced), >15 knots (submerged)  
**Displacement:** 2,000 tonnes (surfaced), 2,220 tonnes (submerged)

\*Invincible-class submarines will be replacing the Archer and Challenger-class submarines.

## MARITIME SECURITY TASK FORCE



**BEDOK-CLASS MINE COUNTERMEASURE VESSEL**

**Length:** 47.5 metres  
**Speed:** In excess of 15 knots  
**Displacement:** 360 tonnes



**INDEPENDENCE-CLASS LITTORAL MISSION VESSEL**

**Length:** 80 metres  
**Speed:** In excess of 27 knots  
**Displacement:** 1,250 tonnes



**SENTINEL-CLASS MARITIME SECURITY AND RESPONSE VESSEL**

**Length:** 55 metres  
**Speed:** In excess of 20 knots  
**Displacement:** 525 tonnes



**SPECIALISED MARINE CRAFT**

**Length:** 25 metres  
**Speed:** In excess of 30 knots  
**Displacement:** 45 tonnes

## UNMANNED SYSTEMS



**MINE COUNTERMEASURE UNMANNED SURFACE VESSEL**

**Length:** 16 metres  
**Speed:** In excess of 25 knots  
**Displacement:** 30 tonnes



**SCANEAGLE UNMANNED AERIAL VEHICLE**

**Length:** 1.2 metres  
**Speed:** About 53 – 55 knots  
**Weight:** About 20 kilograms



**MARITIME SECURITY UNMANNED SURFACE VESSEL**

**Length:** 16 metres  
**Speed:** In excess of 25 knots  
**Displacement:** 30 tonnes

## AIRCRAFT



**FOKKER 50 MARITIME PATROL AIRCRAFT**

**Length:** 25 metres  
**Speed:** 220 knots  
**Wingspan:** 29 metres



**S-70B SEAHAWK**

**Length:** 19.76 metres  
**Speed:** About 140 knots  
**Weight:** 9.6 tonnes

NAVAL OFFICER



NAVAL WARFARE SYSTEM EXPERT



# OUR PEOPLE

NAVAL WARFARE SYSTEM ENGINEER



NAVAL DIVER



# NAVAL OFFICER

## CHART OUR COURSE TO MISSION SUCCESS

As a Naval Officer, you will be groomed to command a warship, flotilla or the entire naval fleet. As you progress, you will take on key leadership roles and be exposed to various aspects of the organisation, from operations to planning and training. In the process, you will develop valuable leadership and management skills that enable you to lead your team effectively and ensure that our Navy is always combat-ready.

<b>Academic Qualifications</b>	Degree, Diploma, 'A'-Levels or International Baccalaureate
<b>Starting Salary</b>	Officer Cadet: \$4,940 – \$5,840 (Degree) \$3,360 (Diploma) \$3,120 ('A'-Levels)  2nd Lieutenant: \$3,940* (Diploma) \$3,700* ('A'-Levels)  Lieutenant: \$6,060* – \$6,510* (Degree) \$4,010* (Diploma) \$3,770* ('A'-Levels)  <i>*Includes ship board allowance of \$350</i>
<b>Additional Allowances</b>	Ship board: \$350 – \$450 Submarine: \$750 – \$850 Diving allowance: \$700 – \$1,000
<b>Basic Requirements</b>	<ul style="list-style-type: none"><li>• Singapore citizen or Singapore PR intending to take up citizenship</li><li>• Medically fit (PES B1 and above)</li><li>• Normal colour perception</li></ul>

*Salary range is subject to change. The actual starting salary will vary based on holistic assessment of the candidate's qualities, educational qualifications, completion of full-time National Service, relevant work experience, and military performance against the requirements of the job.*

Scholarship	Benefits		Eligibility Criteria
<b>The SAF Scholarship</b>	<ul style="list-style-type: none"> <li>Monthly salary for the duration of studies (bonuses included for The SAF Scholarship)</li> <li>Full tuition fees and other approved academic charges</li> <li>Return airfare (for overseas scholars)</li> </ul>	<ul style="list-style-type: none"> <li>Maintenance and other allowances, e.g. books, clothing, computer</li> <li>One-time sponsorship for summer exchange programmes</li> </ul>	<ul style="list-style-type: none"> <li>Singapore citizen or Singapore PR intending to take up citizenship</li> <li>Good GCE 'A'-Level or International Baccalaureate results, Polytechnic Diploma or equivalent</li> <li>Good co-curricular activities (CCA) records and strong leadership qualities</li> <li>Qualify for and excel in Officer Cadet School</li> <li>Possess a strong interest in a military career</li> </ul>
<b>SAF Merit Scholarship</b>			
<b>SAF Academic Scholarship (Overseas / Local)</b>			
<b>SAF Academic Award</b>	<ul style="list-style-type: none"> <li>Annual allowance of \$14,200 during the course of studies</li> <li>Full tuition and other approved academic charges</li> </ul>		<ul style="list-style-type: none"> <li>Singapore citizen or Singapore PR intending to take up citizenship</li> <li>Good GCE 'A'-Level or International Baccalaureate results, Polytechnic Diploma or equivalent</li> <li>Good co-curricular activities (CCA) records and strong leadership qualities</li> <li>Qualify for and excel in Officer Cadet School</li> <li>Possess a strong interest in a military career</li> <li>Qualify for a place in a local university</li> <li>For Mid-term SAF Academic Award: good academic results for the first semester of study at current university</li> </ul>
<b>Mid-term SAF Academic Award</b>	<ul style="list-style-type: none"> <li>Annual allowance and sponsorship of tuition fees, hostel fees and other approved charges upon signing on</li> <li>Pro-rated lump sum back payment of tuition fees, hostel fees and annual allowance</li> </ul>		

## Enhanced Officers Scheme (EOS) Benefits

### 1. Savings and Employee Retirement (SAVER) Plan

#### a. CPF Top-Up Account

Lower employee's contribution rate compared to private sector, allowing more take-home pay. MINDEF will top up the difference between the full employee's CPF contribution and the reduced CPF contribution into the CPF Top-Up Account.

#### b. Savings Account

- Funds will be deposited monthly for the first 10 years of service.
- Withdrawals can be made from the 7th year of service onwards.

#### c. Retirement Account

Contributions start from the 7th year of service.

#### d. Service Bonuses

Regular Service Bonuses will be distributed from ages 45 to 50.

### 2. Flexible Benefits

An annual lump sum allowance will be disbursed to you so that you have the flexibility in using the money as and when you need it.

- Up to 10 years of service - \$800 per year
- More than 10 years of service - \$1,000 per year

# NAVAL WARFARE SYSTEM ENGINEER

## ENGINEERED FOR EVERY CHALLENGE

As a Naval Warfare System Engineer, you will lead your team in keeping our naval assets primed for action at all times. Apply your skills and deep engineering expertise to some of the world's most advanced naval technology, which include warships, submarines, naval aircraft and weapon systems. You may also receive professional accreditation through the Institute of Marine Engineering, Science and Technology, putting you on par with some of the world's top engineers.

<b>Academic Qualifications</b>	Degree in relevant Engineering discipline (e.g. Mechanical Engineering, Marine Engineering, Electrical Engineering, Mechatronics etc)
<b>Starting Salary</b>	<p>ME4 Trainee: \$4,870 - \$6,190 (Degree) \$3,050 - \$3,190 (Diploma) \$2,840 ('A'-Levels)</p> <p>ME4 Apprentice: \$4,870 - \$6,190 (Degree) \$3,260 - \$3,330 (Diploma) \$3,050 ('A'-Levels)</p> <p>ME4: \$5,320 - \$6,640 (Degree)</p> <p><i>Mid-careerists will be assigned a salary based on years of relevant experience and educational qualifications.</i></p>
<b>Additional Allowances</b>	<p>Ship board: \$350 - \$450 Submarine: \$750 - \$850</p>
<b>Basic Requirements</b>	<ul style="list-style-type: none"><li>• Singapore citizen or Singapore PR intending to take up citizenship</li><li>• Medically fit (PES B1 and above)</li><li>• Normal colour perception</li></ul>

*Salary range is subject to change. The actual starting salary will vary based on holistic assessment of the candidate's qualities, educational qualifications, completion of full-time National Service, relevant work experience, and military performance against the requirements of the job.*

Scholarship	Benefits	Eligibility Criteria
<b>SAF Engineering Scholarship</b>	<ul style="list-style-type: none"> <li>• Full salary for the duration of overseas studies</li> <li>• Full tuition fees and other approved academic charges</li> <li>• Maintenance and other allowances, e.g. books, clothing, computer</li> <li>• Return airfare</li> <li>• One-time sponsorship for summer exchange programmes</li> </ul>	<ul style="list-style-type: none"> <li>• Singapore citizen or Singapore PR intending to take up citizenship</li> <li>• Good GCE 'A' Level or International Baccalaureate results, Polytechnic Diploma or equivalent</li> <li>• Good co-curricular activities (CCA) records and strong leadership qualities</li> <li>• Qualify for and excel in Officer Cadet School</li> <li>• Possess a strong interest in a military career</li> </ul>
<b>SAF Engineering Academic Scholarship (Oversea/Local)</b>	<ul style="list-style-type: none"> <li>• Monthly salary for the duration of overseas studies</li> <li>• Full tuition fees and other approved academic charges</li> <li>• Return airfare (for overseas scholars)</li> </ul>	
<b>SAF Engineering Award</b>	<ul style="list-style-type: none"> <li>• Annual allowance of \$14,200 during the course of your studies</li> <li>• Full tuition fees and other approved academic charges</li> </ul>	<ul style="list-style-type: none"> <li>• Singapore citizen or Singapore PR intending to take up citizenship</li> <li>• Good GCE 'A' Level or International Baccalaureate results, Polytechnic Diploma or equivalent</li> <li>• Good co-curricular activities (CCA) records and strong leadership qualities</li> <li>• Qualify for and excel in Officer Cadet School</li> <li>• Possess a strong interest in a military career</li> <li>• Qualify for a place in a local university</li> <li>• For Mid-term SAF Engineering Award: good academic results for the first semester of study at current university</li> </ul>
<b>Mid-term SAF Engineering Award</b>	<ul style="list-style-type: none"> <li>• Annual allowance and sponsorship of tuition fees, hostel fees and other approved charges upon signing on</li> <li>• Pro-rated lump sum back payment of tuition fees, hostel fees and annual allowance</li> </ul>	

### Military Domain Experts Scheme (MDES) Benefits

#### 1. Career until age 60 on full CPF terms

#### 2. Expert Continuous Engagement & Learning (EXCEL) Bonus

28 months of MDES bonus in total, paid at three points in your career:

- Age 32 - up to 12 months' bonus
- Age 40 - up to 8 months' bonus
- Age 50 - up to 8 months' bonus

#### 3. Flexible Benefits

An annual lump sum allowance will be disbursed to you so that you have the flexibility in using the money as and when you need it.

- Up to 10 years of service - \$800 per year
- More than 10 years of service - \$1,000 per year



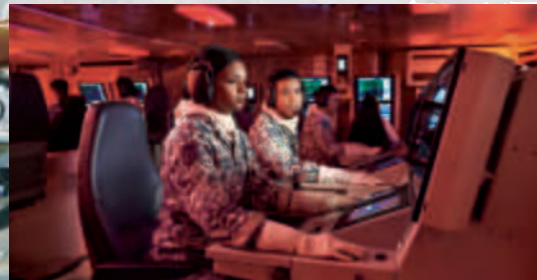


# THE BACKBONE OF OUR NAVY

Naval Warfare System Experts are vital in ensuring that our ships are always ready for combat by maintaining key systems that give our warships superiority at sea. Depending on the specialisation that you are streamed into, you will apply your knowledge and expertise in an array of military domains such as command and control systems, communication systems, electrical and control systems, navigation systems, weapon systems, underwater warfare systems, and marine systems.



# NAVAL WARFARE SYSTEM EXPERT



## Electronics

You are responsible for ensuring the combat readiness of our ships at all times. You could be deployed in command and control systems, communication systems, navigation systems, weapon systems, or underwater warfare systems.

## Academic Qualifications

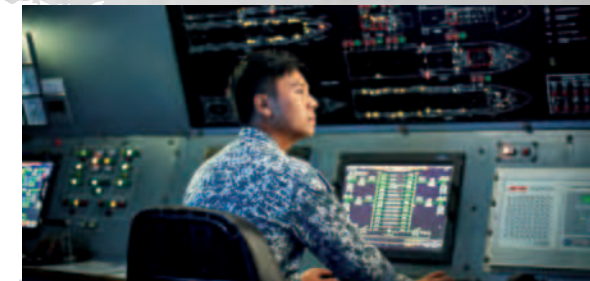
Diploma, Higher NITEC, NITEC or equivalent.

## Electrical and Control Systems

A ship's electrical system is its lifeline. In this role, you will be in charge of supplying power to critical systems, like the communication, radar, sonar, navigation and weapon systems.

## Academic Qualifications

Relevant Diploma, Higher NITEC or NITEC in Electrical Engineering, or other relevant engineering qualifications.



## Marine Systems

A Marine Systems Expert covers a wide range of systems that are critical to every ship. You will be manning complex systems such as propulsion systems, auxiliary systems, fixed fire fighting systems and deck machinery.

## Academic Qualifications

Relevant Diploma, Higher NITEC or NITEC in Marine and Mechanical Engineering, or other relevant engineering qualifications.



# NAVAL WARFARE SYSTEM EXPERT

Your skills and knowledge as a Naval Warfare System Expert will play an important role in operating a comprehensive suite of state-of-the-art naval platforms and systems.

<b>Academic Qualifications</b>	Diploma, Higher NITEC, NITEC or equivalent
<b>Starting Salary</b>	<p>ME1 Trainee:            \$2,740 (Diploma)            \$2,530 (Higher NITEC)            \$2,170 (NITEC)</p> <p>ME1:            \$3,630* (Diploma)            \$3,430* (Higher NITEC)            \$3,080* (NITEC)</p> <p><i>*Includes ship board allowance of \$350 and MDES Sea Assignment allowance of \$320</i></p>
<b>Additional Allowances</b>	<p>Ship board: \$350 - \$450            Submarine: \$750 - \$850            MDES Sea Assignment: \$320</p>
<b>Basic Requirements</b>	<ul style="list-style-type: none"> <li>• Singapore citizen or Singapore PR intending to take up citizenship</li> <li>• Medically fit (PES B and above)</li> <li>• Normal colour perception</li> </ul>
<b>Recruitment Bonus</b>	<p>Receive a lump sum bonus of \$36,000 (Diploma) or \$26,000 (non-Diploma) when you join us*</p> <p><i>*Additional terms and conditions apply. Please approach Navy Recruitment Centre for more details.</i></p>

Salary range is subject to change. The actual starting salary will vary based on holistic assessment of the candidate's qualities, educational qualifications, completion of full-time National Service, relevant work experience, and military performance against the requirements of the job.

Sponsorship	Benefits	Eligibility Criteria
<b>SAF Polytechnic Sponsorship (MDES)</b>	<ul style="list-style-type: none"> <li>• Full sponsorship of tuition fees and other approved charges</li> <li>• Monthly allowance of \$1,300</li> <li>• Study bonus of \$1,200 for each successfully completed semester without any failed module</li> </ul>	<ul style="list-style-type: none"> <li>• Singapore citizen or Singapore PR intending to take up citizenship</li> <li>• Qualify for a place or currently studying relevant course of study in a local polytechnic</li> <li>• Have not repeated any semester</li> </ul>
<b>SAF ITE Sponsorship (MDES)</b>	<ul style="list-style-type: none"> <li>• Full sponsorship of tuition fees and other approved charges</li> <li>• Monthly allowance of \$600 (Higher NITEC) and \$550 (NITEC)</li> </ul>	<ul style="list-style-type: none"> <li>• Singapore citizen or Singapore PR intending to take up citizenship</li> <li>• Qualify for a place or currently studying relevant course of study in a local Institute of Technical Education</li> <li>• Have not repeated any semester</li> </ul>

## Military Domain Experts Scheme (MDES) Benefits

### 1. Career until age 60 on full CPF terms

### 2. Expert Continuous Engagement & Learning (EXCEL) Bonus

28 months of MDES bonus in total, paid at four points in your career:

- Age 28 - up to 4 months' bonus
- Age 32 - up to 8 months' bonus
- Age 40 - up to 8 months' bonus
- Age 50 - up to 8 months' bonus

### 3. Flexible Benefits

An annual lump sum allowance will be disbursed to you so that you have the flexibility in using the money as and when you need it.

- Up to 10 years of service - \$800 per year
- More than 10 years of service - \$1,000 per year



# MILITARY MEDICAL EXPERT (UNDERWATER)

## APPLY LIFE-SAVING SKILLS AT A NEW DEPTH

As a Military Medical Expert, your life-saving skills are indispensable in every mission. Take your knowledge to the next level by learning to administer both preventive and curative medicine, and be trained in the domain of hyperbaric medicine.

<b>Academic Qualifications</b>	Diploma in Nursing
<b>Starting Salary</b>	ME1 Trainee: \$3,010 (Diploma) ME1: \$3,260 (Diploma)
<b>Additional Allowances</b>	Ship board: \$350 - \$450 Submarine: \$750 - \$850
<b>Recruitment Bonus</b>	Receive a lump sum bonus of \$36,000 (Diploma) when you join us# <small>#Additional terms and conditions apply. Please approach Navy Recruitment Centre for more details.</small>

### Military Domain Experts Scheme (MDES) Benefits

#### 1. Career until age 60 on full CPF terms

#### 2. Expert Continuous Engagement & Learning (EXCEL) Bonus

28 months of MDES bonus in total, paid at four points in your career:

- Age 28 - up to 4 months' bonus
- Age 32 - up to 8 months' bonus
- Age 40 - up to 8 months' bonus
- Age 50 - up to 8 months' bonus

#### 3. Flexible Benefits

An annual lump sum allowance will be disbursed to you so that you have the flexibility in using the money as and when you need it.

- Up to 10 years of service - \$800 per year
- More than 10 years of service - \$1,000 per year

Salary range is subject to change. The actual starting salary will vary based on holistic assessment of the candidate's qualities, educational qualifications, completion of full-time National Service, relevant work experience, and military performance against the requirements of the job.

# NAVAL CHEF



## SUSTAIN OUR PEOPLE AND MORALE

At sea, the culinary expertise of our Naval Chefs play a key role in supporting and boosting the morale of the men and women of our Navy, while providing them with the necessary nutrition and energy to achieve mission success.

<b>Academic Qualifications</b>	Diploma, Higher NITEC, NITEC or minimum 1 GCE 'N'-Level pass
<b>Starting Salary</b>	<p>ME1 Trainee:            \$3,010 (Diploma)            \$2,780 (Higher NITEC)            \$2,390 (NITEC)            \$2,170 ('O'-Level and below)</p> <p>ME1:            \$3,610* (Diploma)            \$3,390* (Higher NITEC)            \$2,970* (NITEC)            \$2,750* ('O'-Level and below)</p> <p><i>*Includes ship board allowance of \$350</i></p>
<b>Additional Allowances</b>	<p>Ship board: \$350 - \$450            Submarine: \$750 - \$850</p>
<b>Recruitment Bonus</b>	<p>Receive a lump sum bonus of \$25,000 (Diploma) or \$15,000 (non-Diploma) when you join us*</p> <p><i>*Additional terms and conditions apply. Please approach Navy Recruitment Centre for more details.</i></p>

### Military Domain Experts Scheme (MDES) Benefits

#### 1. Career until age 60 on full CPF terms

#### 2. Expert Continuous Engagement & Learning (EXCEL) Bonus

- 28 months of MDES bonus in total, paid at four points in your career:
- Age 28 - up to 4 months' bonus
  - Age 32 - up to 8 months' bonus
  - Age 40 - up to 8 months' bonus
  - Age 50 - up to 8 months' bonus

#### 3. Flexible Benefits

- An annual lump sum allowance will be disbursed to you so that you have the flexibility in using the money as and when you need it.
- Up to 10 years of service - \$800 per year
  - More than 10 years of service - \$1,000 per year

*Salary range is subject to change. The actual starting salary will vary based on holistic assessment of the candidate's qualities, educational qualifications, completion of full-time National Service, relevant work experience, and military performance against the requirements of the job.*

# WARRIORS OF THE DEEP

To be a Naval Diver is to be a part of an elite unit of distinguished warriors known for their unbreakable will. Through rigorous training, you will learn to be a master of land, air and sea. Together with your teammates, who will be like a second family, you will learn to combine unbeatable endurance with razor-sharp wits and execute highly specialised operations.



## Special Warfare Group

Trained to operate at sea, air and land, naval divers in this unit conduct complex maritime special operations, including maritime counter-terrorism and high-end shipboarding operations, to deter threats at seas.

## Clearance Diving Group

Naval divers in this unit conduct search, locate and recovery operations as well as maritime explosive ordnance disposal operations to keep Singapore's vital sea lanes safe.



## Underwater Demolition Group

Naval divers in this unit conduct underwater clearance to remove obstacles to ensure that our sea lines of communication are safe and accessible for all.

# NAVAL DIVER



# NAVAL DIVER

You will be trained to become a highly specialised Naval Diver. Your professional experience will ensure the RSN is able to achieve its mission of defending Singapore's vital sea lines of communication.

<b>Academic Qualifications</b>	Diploma, Higher NITEC, NITEC or minimum 1 GCE 'N'-Level pass
<b>Starting Salary</b>	<p>Recruit:            \$2,950 (Diploma)            \$2,700 (Higher NITEC / 'A'-Levels)            \$2,310 (NITEC)            \$2,090 ('O'-Level and below)</p> <p>3rd Sergeant:            \$3,960* (Diploma)            \$3,740* (Higher NITEC / 'A'-Levels)            \$3,320* (NITEC)            \$3,100* ('O'-Level and below)</p> <p><i>*Includes diving allowance of \$700</i></p>
<b>Additional Allowances</b>	Diving allowance: \$700 – \$1,000
<b>Basic Requirements</b>	<ul style="list-style-type: none"> <li>• Singapore citizen or Singapore PR intending to take up citizenship</li> <li>• Medically fit (PES B1 and above)</li> <li>• Normal colour perception with perfect eyesight (Can be corrected by Corneal Refractive Surgery)</li> <li>• Pass Vocational Assessment (Physical, Medical and Psychological)</li> </ul>
<b>Recruitment Bonus</b>	<p>Receive a lump sum bonus of up to \$46,000 when you join us*</p> <p><i>*Additional terms and conditions apply. Please approach Navy Recruitment Centre for more details.</i></p>

*Salary range is subject to change. The actual starting salary will vary based on holistic assessment of the candidate's qualities, educational qualifications, completion of full-time National Service, relevant work experience, and military performance against the requirements of the job.*

Your career with the Navy ensures that you will be well taken care of.

## Enhanced Warrant Officer Scheme Benefits and Bonuses

- 1. Reduced employee's CPF contribution**  
Lower contribution rate compared to private sector, allowing more take-home pay.
- 2. Career and Retirement Endowment (CARE) and Naval Diver CARE Accounts**  
Upon promotion to 3WO by your 12th year of service, monthly contributions will be made into your CARE (10% of gross salary) and Naval Diver CARE (8% of gross salary) accounts to prepare you for your retirement.
- 3. Receive payments of last drawn salary at three points in your career:**  
 3rd year of service – up to 10 months  
 6th year of service – up to 6 months  
 12th year of service – up to 8 months
- 4. Quarterly Bounty**  
Divers who are eligible may receive quarterly bounty.
- 5. Special Forces Engagement Bonus**  
Special Warfare trained officers are eligible for special forces engagement bonus.
- 6. Flexible Benefits**  
An annual lump sum allowance will be disbursed to you so that you have the flexibility in using the money as and when you need it.
  - Up to 10 years of service – \$800 per year
  - More than 10 years of service – \$1,000 per year
- 7. Further Studies**  
Divers can pursue higher education through study sponsorships.

# JOIN THE NAVY FAMILY

Beyond the various operations and exercises that the RSN undertakes, what makes the RSN so special is its closely-knit Navy Family spirit. Working and living together on board a unique environment like our ships forges a sense of camaraderie and allows for lasting ties of kinship to be built amongst the crew, across the ranks.

Set sail on a journey with us and be part of our Navy Family.



Scan to read the stories of members of our Navy Family



Scan to launch your career in the Navy  
[www.navycareers.gov.sg](http://www.navycareers.gov.sg)  
1800-278-0000  
[navycareers@defence.gov.sg](mailto:navycareers@defence.gov.sg)

