A unit tasked to peer into the criminal mind has
another job—to help pick future leaders for the Home
Team.

The five-year-old Behavioural Sciences Unit (BSU)
is working with Home Team departments, like the po-
lice and Central Narcotics Bureau (CNB), to come up
with a framework to identify and select future leaders,
Deputy Prime Minister and Minister for Home
Affairs Teo Chee Hean announced this yesterday at
the Home Affairs Uniformed Services Scholarships
awards ceremony at the Marriott Hotel.

The framework will also outline a clear set of crit-
eria for effective performance appraisal and "address
the unique developmental needs of our Home Team
officers", he said.

The BSU, which is attached to the Home Affairs
Ministry, studies how and why criminals commit
crimes and finds ways to stop them.

It also ensures uniformed officers are up to the
task, including making sure they have high morale
and can cope with fatigue and stress.

The framework, once ready, will be introduced
into the training programmes for officers.

"It is important that the Home Team is able to
attract exceptionally able and committed leaders,"said Mr Teo, who hand-
ed out 14 scholarships, double the number last
year.

"It is the quality of the manpower that
will make a differ-
ce."

One of the scholar-
ship recipients is Mr
Lim Jim Kai, 24.

Once a self-labelled
nerd, he barely scraped
through his A levels at
Hung Hua Junior College,
score two Ds and an
E.

He enrolled at Ng To
Polytechnic to study mass commu-
nications. "It was then that I finally pursed something
that I was interested in," he said.

He will be heading to the National University of
Singapore (NUS) later this year on a local merit schol-
arity which requires him to serve a four-year bond
with the police. He intends to major in communica-
tions and new media.

Another scholarship recipient, Mr Joey Tan, 21, is
looking forward to picking up where he left off.
The triathlon enthusiast served his national ser-
vice with the police two years ago as a lorry-cour-
room and prosecution assistant. During that stint, the
Catholic Junior College alumini witnessed many
"heartbreaking" episodes involving drug addicts.

For example, there was a married couple who were
sent to jail. "They left a young son with their old
mother, who was crying in the courtroom during
t heir sentencing," he said.

The stint hardened his resolve to help tackle the
drug problem at the CNB where he will be posted af-
fter graduation.

He will be reading business administration at NUS
later this year, majoring in accountancy.

These scholarship recipients—five are female—will
form the "core of the Home Team's future leaders",
said Mr Teo.