



Singapore Armed Forces

CERTIFICATE OF SERVICE

This is to certify that

CPL BRIAN THAM
NRIC [REDACTED]

*has completed Full-Time National Service
on 15 August 2023*

15 August 2023

SLTC GOH SER SOON
Head MINDEF/SAF
Human Resource Shared Services Centre



**SINGAPORE ARMED FORCES
SERVICE TRANSCRIPT**

S No: 2310741

Name	BRIAN THAM	NRIC No.	██████████
Rank	CORPORAL (CPL)	Date of Release	15 AUGUST 2023
Vocation	ADMIN SUPPORT ASSISTANT	Service Status	COMPLETED FULL-TIME NS [2 YR(S)]
Type of Service	FULL-TIME NATIONAL SERVICE		
Overall Performance	OUTSTANDING	Overall Conduct	OUTSTANDING

MILITARY EXPERIENCE

Appointments

ADMIN SUPPORT ASST, REQUIREMENT & ALLOCATION BR, GS(DEV)	2021-2023
ON TRAINING (L), FINANCE/TRG COORD TRG PL, BMTC SCHOOL V	2021
ON TRAINING (L), TRG PL 3, BMTC SCHOOL V	2021

Courses Attended

04/2021 BMT(PESC/E) PHASE 2
04/2021 BMT(PESC/E) PHASE 1

Grade

COMPLETED
COMPLETED

National Accreditation

National Service Milestones

NIL

Achievements

NIL

COMMANDER'S APPRAISAL

CPL BRIAN THAM is a diligent and responsible serviceman who has served meaningfully in the Army's Manpower Department. These qualities were clearly demonstrated in his attitude and approach towards three of his key tasks. First, BRIAN generated monthly manpower reports that aided the department in the resourcing of national servicemen (NSFs) across the SAF. Second, BRIAN collated NSF manpower requirements and resource allocation related matters on a quarterly basis, and assisted in the compilation of data for an annual NSF management report. Third, BRIAN assisted in the compilation and preliminary analysis of data used to monitor mental health trends of NSFs. BRIAN was also ready to assume ad-hoc tasks whenever the department required him to do so and completed these tasks efficiently.

Signature

Rank / Name : LTC ENRIQUEZ MICHAEL ZACHARY

Date: 15 AUGUST 2023

Appointment : HEAD REQUIREMENT & ALLOCATION, G1-ARMY, GS (DEV)

Guide to Length of Service

2 Years	Marks the completion of two years of full-time NS obligations.
1 Year 10 Months	Applies to NSFs who have done well in fitness tests before enlisting and completed their full-time NS obligations within a period of one year and ten months.
Less than 1 Year 10 Months	Applies to NSFs who did not complete their full-time NS, due to discharge reasons stated at 'Service Status'.

Guide to Performance and Conduct Grades

Outstanding	Given to servicemen who go over-and-above their call of duty in their day-to-day work performance, or display exemplary attitude, commitment and impressive personal qualities in their conduct.
Very Good	Given to servicemen who have shown a high level of proficiency in terms of performance, and positive attitude and bearing in terms of conduct.
Good	Reflects above average performance and conduct.
Satisfactory	Reflects the minimum standard of performance that is expected of a serviceman holding an appointment, or the minimum standard of conduct.
Unsatisfactory	Reflects consistently below average performance, or poor conduct.

The majority of NSFs receive 'Good' or 'Very Good' grades, with top performers in their cohorts receiving 'Outstanding' grades.

NSFs who completed NS with an 'Outstanding' performance grade, or who served in leadership positions with a 'Good' performance grade and above, are also accorded a Testimonial which provides an in-depth elaboration of their attributes and achievements.



**SINGAPORE ARMED FORCES
TESTIMONIAL**

No. 2310741

Rank / Name CPL BRIAN THAM

NRIC No. [REDACTED]

CPL BRIAN THAM has been an invaluable asset to Requirement & Allocation Branch, General Staff (Development)/ G1-Army (Army's Manpower Department). BRIAN posted into the branch as an Administrative Support Assistant on 19 October 2021. Throughout his stint, BRIAN has been professional, dedicated, and highly motivated. As BRIAN approaches his assigned tasks with a strong sense of duty and responsibility, the branch has depended on and trusted him to deliver on his assigned tasks with minimal supervision.

On behalf of the branch, BRIAN oversees the generation of monthly manpower reports. This is an important piece of work as the reports are used to determine manpower status of national servicemen (NSF) across our units. As BRIAN has a keen interest in coding, data analytics, and Artificial Intelligence, BRIAN has used his skills, knowledge, and experience in these fields to propose refinements to the reports. He has also developed a prototype dashboard that would enable the branch to perform more granular levels of analysis for targeted and timely interventions.

BRIAN also assists the branch to collate quarterly manpower requirements that are used to optimise allocation of our manpower resource. In order to collate these requirements, BRIAN liaises and communicates with various manpower departments and branches across the entire MINDEF/SAF. Through this workstream, BRIAN has demonstrated his ability to communicate with various stakeholders. He has also displayed a strong sense of duty and responsibility, as well as a keen sense of attention to detail.

BRIAN has also supported the development of the Army's Attrition Dashboard, which enables attrition trends and analysis to be clearly presented through the use of data analytics. After the dashboard was developed, BRIAN assisted to liaise with various stakeholders to collate, sieve, and sort data on a quarterly basis for the purpose of monitoring, aid analyses and to develop timely interventions. BRIAN had also proposed refinements in the spirit of betterment to improve these updates.

BRIAN is also a team player, demonstrated by his willingness to help his peers and explain to them technicalities regarding coding and data analytics. He is also approachable and good-natured and is one whom his peers can depend on for professional and personal support.

In essence, BRIAN has always given his utmost and contributes to the best of his ability. His level of dedication and meticulous execution of his duties were exemplary. We see potential in him and are confident that he will continue to put in his best efforts in any organisation that he joins in the future.

Signature

Rank / Name : LTC ENRIQUEZ MICHAEL ZACHARY

Date : 15 AUGUST 2023

Appointment / Unit : HEAD REQUIREMENT & ALLOCATION, G1-ARMY, GS
(DEV)