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MINISTRY OF MANPOWER

OVERVIEW

Mission Statement

To achieve a globally competitive workforce and great workplace, for a cohesive society and a secure economic future for all Singaporeans.

FY2008 EXPENDITURE ESTIMATES

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2006	Estimated FY2007	Revised FY2007	Estimated FY2008	Change over FY2007
	TOTAL EXPENDITURE	\$203,854,955	\$244,292,090	\$255,571,280	\$724,845,700	\$469,274,420 183.6%
	Main Estimates					
	OPERATING EXPENDITURE	\$188,440,713	\$219,409,290	\$232,067,980	\$687,107,400	\$455,039,420 196.1%
	<i>RUNNING COSTS</i>	<i>\$180,625,001</i>	<i>\$210,209,290</i>	<i>\$223,067,980</i>	<i>\$246,907,400</i>	<i>\$23,839,420 10.7%</i>
1000	Expenditure on Manpower	\$79,714,811	\$93,348,600	\$104,785,700	\$109,528,500	\$4,742,800 4.5%
1200	Political Appointments	1,731,447	1,078,100	2,424,100	2,554,200	130,100 5.4
1500	Permanent Staff	77,272,097	91,693,500	101,959,700	106,520,000	4,560,300 4.5
1600	Temporary, Daily-Rated & Other Manpower	711,267	577,000	401,900	454,300	52,400 13.0
2000	Other Operating Expenditure	\$60,017,727	\$66,310,690	\$67,843,280	\$93,078,900	\$25,235,620 37.2%
2100	Supplies & Services	49,401,014	56,660,040	54,243,100	78,414,400	24,171,300 44.6
2300	Manpower Development	3,690,526	3,720,460	4,107,600	3,965,700	-141,900 -3.5
2400	Public Relations & Exercises	3,627,070	3,610,200	6,951,580	8,155,600	1,204,020 17.3
2700	Equipment	3,073,139	2,067,990	2,343,500	2,345,700	2,200 0.1
2800	Financial Claims & Legal Expenses	225,979	252,000	197,500	197,500	0 0.0
3000	Operating Grant	\$40,892,463	\$50,550,000	\$50,439,000	\$44,300,000	-\$6,139,000 -12.2%
3100	Operating Grant to Statutory Boards	40,892,463	50,550,000	50,439,000	44,300,000	-6,139,000 -12.2

Expenditure Estimates by Object Class – continued

Code	Object Class	Actual FY2006	Estimated FY2007	Revised FY2007	Estimated FY2008	Change over FY2007	
	<i>TRANSFERS</i>	<i>\$7,815,712</i>	<i>\$9,200,000</i>	<i>\$9,000,000</i>	<i>\$440,200,000</i>	<i>\$431,200,000</i>	<i>n.a.</i>
3500	Social Transfers	3,035,002	6,200,000	6,200,000	434,900,000	428,700,000	n.a.
3600	Subventions	4,780,710	3,000,000	2,800,000	5,300,000	2,500,000	89.3
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$15,414,242	\$24,882,800	\$23,503,300	\$37,738,300	\$14,235,000	60.6%
5100	Direct Development	15,414,242	24,882,800	23,332,600	34,738,300	11,405,700	48.9
5200	Capital Grant	0	0	170,700	3,000,000	2,829,300	n.a.

Establishment List

Category/Personnel	Actual FY2006	Estimated FY2007	Revised FY2007	Estimated FY2008
POLITICAL APPOINTMENTS	3	3	3	3
Minister	1	1	1	1
Minister of State	1	1	1	1
Parliamentary Secretary	1	1	1	1
OTHER STATUTORY APPOINTMENTS	1	1	1	1
President, Industrial Arbitration Court	1	1	1	1
PERMANENT STAFF	1,181	1,353	1,398	1,449
Accounting Profession (2008)	0	0	0	5
Administrative	9	12	12	12
Corporate Support	355	387	381	384
Deputy President, Industrial Arbitration Court	1	1	1	1
Driving	1	2	2	2
Economist Service	3	4	5	5
Engineering Profession (Manpower)	61	86	86	86
Estate Maintenance	1	1	1	1
Legal	3	3	3	3
Management Executive Scheme (2008)	0	0	0	556
Management Support Scheme (2008)	0	0	0	222
Medical Scheme 2002	8	9	9	9
Operations Support	32	37	37	37
Photographic Services	1	1	1	1
Scientific Profession (Manpower) (2008)	0	0	0	2
Shorthand Writers	10	14	14	14
Statistician (Manpower)	11	11	11	11
Technical Support Scheme (2008)	0	0	0	94
Accounting Profession	4	5	5	0
Interpreting	4	4	4	4
Management Executive (Manpower)	439	493	527	0
Management Support	161	186	203	0
Scientific Profession (Manpower)	2	2	2	0
Technical Support	75	95	94	0
TEMPORARY, DAILY-RATED AND OTHER MANPOWER	50	111	191	198
Corporate Support	6	32	62	62
Engineering Profession (Manpower)	3	3	3	3
Management Executive Scheme (2008)	0	0	0	60
Management Support Scheme (2008)	0	0	0	73
Operations Support	1	0	0	0
Management Executive (Manpower)	23	32	59	0
Management Support	17	44	67	0
OTHERS	371	437	437	438
Singapore Workforce Development Agency	371	437	437	438
TOTAL	1,606	1,905	2,030	2,089

FY2007 BUDGET

The revised FY2007 total expenditure of the Ministry of Manpower (MOM) is \$255.57 million, which is \$51.72 million or 25.4% higher than the actual FY2006 expenditure of \$203.85 million. Of the total expenditure, \$232.07 million or 90.8% is for operating expenditure and \$23.5 million or 9.2% is for development expenditure.

Operating Expenditure

The revised FY2007 operating expenditure of \$232.07 million is \$43.63 million or 23.2% higher than the actual FY2006 expenditure. The increase is mainly due to new initiatives in the areas of enhancing outreach efforts to engender a workplace safety culture in Singapore, increasing our labour market flexibility, as well as the civil-service wide salary adjustments.

Development Expenditure

The revised FY2007 development expenditure of \$23.50 million is \$8.09 million or 52.5% higher than the actual FY2006 expenditure. The increase is mainly attributable to new areas of work such as enhancing the Work Pass Framework and expanding our enforcement capabilities.

FY2008 BUDGET

The total expenditure of MOM in FY2008 is projected to be \$724.85 million, an increase of \$469.27 million or 183.6% over the FY2007 revised expenditure. Of the total expenditure, \$687.11 million or 94.8% is for operating expenditure and \$37.74 million or 5.2% is for development expenditure.

\$433.48 million (59.8%) of the total budget will be allocated to the Income Security Policy Programme, \$80.51 million (11.1%) to the Manpower Augmentation Programme, and \$47.30 million (6.5%) to the Singapore Workforce Development Agency. The balance of \$163.56 million (22.6%) will be allocated to the other six programmes, i.e. the Administration Programme, Occupational Safety and Health Programme, Labour Relations and Workplaces Programme, Information and Communication Technologies Services Programme, Research and Statistics Programme and the Industrial Arbitration Programme.

Operating Expenditure

The provision of \$687.11 million for operating expenditure represents an increase of \$455.04 million or 196.1% over the revised FY2007 expenditure. The increase is mainly due to the provision of \$427 million in the Income Security Policy Programme for the Workfare Income Supplement Scheme. It also supports new initiatives such as the introduction of the secure employment pass cards and the setup of the Tripartite Centre for Fair Employment.

Of the \$687.11 million operating expenditure, \$202.61 million (29.5%) is for Operating Expenses, \$44.30 million (6.4%) is for Operating Grants and \$440.20 million (64.1%) is for Transfers.

Income Security Policy Programme

The Income Security Policy Programme is a newly created programme comprising the Workfare Income Supplement scheme and the Income Security Policy Department which used to be housed under the Administration Programme. This programme aims to enhance the retirement adequacy of Singaporeans and help improve the income security of vulnerable workers. \$433.48 million will be allocated to this programme.

Manpower Augmentation Programme

The Manpower Augmentation Programme aims to provide a total approach to the entry, control, and management of all foreign workers, and augment Singapore's national talent pool through the attraction and management of foreign manpower. The programme involves the Work Pass Division, Foreign Manpower Management Division, and International Manpower Division. \$79.15 million will be allocated to this programme.

The Work Pass Division is responsible for regulating and managing the entry and exit of all foreign manpower. It processes and issues work passes to foreigners who intend to work in Singapore. To facilitate the entry of foreign manpower, the Division also performs selected immigration functions such as the issuance of social visit and special passes.

The Foreign Manpower Management Division enforces the newly amended Employment of Foreign Manpower Act, Immigration Act, Employment Agencies Act and their subsidiary legislation. It manages the well-being of the foreign workers throughout their stay in Singapore. The Division also takes on an enforcement role in cracking down on illegal employment of foreign manpower, work pass abuses and illegal employment agencies. Through proactive education and promotion programmes, it also aims to raise employers' and workers' awareness of the regulations governing the employment of foreign manpower and the penalties for illegal employment.

The International Manpower Division facilitates the entry of skilled global manpower to boost Singapore's economic competitiveness. It leverages on its network of Contact Singapore offices (in Shanghai, Chennai, London, Boston and Singapore), partnership with economic agencies, other Government agencies such as the Overseas Singaporeans Unit, and collaboration with Singapore industries to fulfill this objective.

Singapore Workforce Development Agency Programme

The Singapore Workforce Development Agency aims to raise the capability of the Singapore workforce through promoting and facilitating skills acquisition and industry growth. \$44.30 million will be allocated to this programme for skills training, job placement, enhancement of service competitiveness and other workforce development initiatives. The Singapore Workforce Development Agency will continue to work with the industry to bridge both structural and critical skills gaps to deal with the challenges of economic restructuring. This will be achieved through developing training infrastructure and raising standards, helping workers upgrade their skills and facilitating companies in strengthening their workforce development.

Administration Programme

The Administration Programme provides the central management and administration for the Ministry, including setting the broad policy and strategic directions for the Ministry, support services and prosecution of offenders of the labour laws. The departments which come under this programme are the Manpower Planning Division, Workplace Policy and Strategy Department, Legal Services Department, Corporate Planning Department, Corporate Communications Department, Customer Responsiveness Department, Emergency Planning Unit and the People Matters Department. \$54.73 million will be allocated to this programme.

Development Expenditure

The provision of \$37.74 million for development expenditure is an increase of \$14.24 million or 60.6% over the revised FY2007 expenditure. It will be used to implement major projects to develop the secure employment pass card system and making the employment pass services available online

Total Expenditure by Programme

Code	Programme	Running Costs	Transfers	Operating Expenditure	Development Expenditure	Total Expenditure
SA	Administration	50,426,600	4,300,000	54,726,600	28,156,700	82,883,300
SB	Information and Communication Technologies Services	8,685,600	0	8,685,600	1,281,100	9,966,700
SC	Research and Statistics	7,321,300	0	7,321,300	0	7,321,300
SD	Labour Relations and Workplaces	14,174,400	4,500,000	18,674,400	0	18,674,400
SE	Industrial Arbitration	632,800	0	632,800	0	632,800
SH	Occupational Safety and Health	35,737,100	4,400,000	40,137,100	3,942,700	44,079,800
SK	Manpower Augmentation	79,152,600	0	79,152,600	1,357,800	80,510,400
SP	Singapore Workforce Development Agency	44,300,000	0	44,300,000	3,000,000	47,300,000
SQ	Income Security Policy	6,477,000	427,000,000	433,477,000	0	433,477,000
Total		\$246,907,400	\$440,200,000	\$687,107,400	\$37,738,300	\$724,845,700

Development Expenditure by Project

Project Title	Total Project Cost	Actual Expenditure up to end of FY2005	Actual FY2006	Estimated FY2007	Revised FY2007	Estimated FY2008
DEVELOPMENT EXPENDITURE	...	...	\$15,414,242	\$24,882,800	\$23,503,300	\$37,738,300
<i>DIRECT DEVELOPMENT</i>	...	...	<i>15,414,242</i>	<i>24,882,800</i>	<i>23,332,600</i>	<i>34,738,300</i>
Administration Programme						
Minor Development Projects	...	...	2,496,616	6,966,200	6,515,200	4,726,000
New Projects	...	...	0	2,717,300	0	11,351,400
Replacement of Ministry of Manpower's Central Air-Conditioning System	3,430,000	0	25,000	550,600	550,600	1,962,400
Re-Configuration and Renovation of MOM Building	18,000,000	0	1,461,613	3,755,000	3,755,000	10,116,900

Development Expenditure by Project - continued

Project Title	Total Project Cost	Actual Expenditure up to end of FY2005	Actual FY2006	Estimated FY2007	Revised FY2007	Estimated FY2008
Information and Communication Technologies Services Programme						
Redevelopment of the Industrial Health System & The Non-Unionised Dispute System with Enhancements	1,158,000	237,507	544,246	223,000	151,000	142,100
The 1st IT Master Plan	6,740,000	4,332,394	823,151	1,156,400	1,156,400	394,000
Employer Relationship, Industry Knowledge and Analysis (E.R.I.K.A.)	4,775,100	298,835	2,272,278	1,458,900	1,458,900	745,000
Occupational Safety and Health Programme						
Integrated Occupational Safety and Health System	13,463,000	0	190,000	0	1,002,100	3,942,700
Manpower Augmentation Programme						
Enhancing Flexibility and Responsiveness for the Work Pass Framework and Operations	16,602,600	0	7,601,338	8,055,400	7,643,400	1,357,800
Completed Projects	...	...	0	0	1,100,000	0
<i>CAPITAL GRANTS</i>	...	...	0	0	170,700	3,000,000
Singapore Workforce Development Agency Programme						
Manpower Development Assistance Scheme FY2000-FY2004	153,715,700	71,086,423	0	0	0	3,000,000
Completed Projects	...	...	0	0	170,700	0

KEY PERFORMANCE INDICATORS

Desired Outcomes

- Globally Competitive Workforce
- Income Security and Lifelong Employability for Singaporeans
- Workplaces for Optimal Performance
- Customer Responsiveness

Key Performance Indicators

Desired Outcome	Performance Indicator	Actual FY2005	Actual FY2006	Revised FY2007	Estimated FY2008
Globally Competitive Workforce	Resident long-term unemployment rate (i)	1.0	0.7	<2.0 (ii)	<2.0 (ii)
	Employment rate for resident population aged 25-64 (iii)	72.6	75.5	76.5	n.a.
	No. of job placements (iv)	27,479	20,696	15,000	15,000
	Total funds disbursed for training (\$m) (v)	83.3	101.7	103.8	138.6
	Total number of workers supported under SDF employer-reimbursement system	n.a.	181,713	139,000	110,000
	Total number of workers supported under skills conversion, job redesign, and institutional-based skills upgrading programmes	n.a.	8,528	9,000	12,000
	No. of violations of EFWA/Immigration Act	1,984	3,835	<4,000	<4,400
	No. of violations of Employment Agencies Act	n.a. (vi)	177	<130	<130
Income Security and Lifelong Employability for Singaporeans	% of Active CPF members turning 55 in the year who attain the Minimum Sum (Cash+Property) after lump sum withdrawals (i)	38.33	36.38	n.a. (vii)	n.a. (vii)
	% of all CPF members (residents) including self-employed turning 55 in the year who attain the Medisave Minimum Sum after lump sum withdrawals (i)	33.7	34.7	n.a. (vii)	n.a. (vii)
	Employment rate for resident population aged 55-59 (viii)	54.2	60.6	63.3	n.a.
	Employment rate for resident population aged 60-64 (viii)	34.3	41.9	44.9	n.a.
Workplaces for Optimal Performance	Work-related fatality rate per 100,000 workers (i)	n.a. (vi)	3.14	<3.1	<3.0
	Work-related injury rate per 100,000 workers (i)	n.a. (vi)	493	≤755	≤730

(i) Figures are for calendar year.

(ii) Subject to GDP growth between 4.5% and 6.5% in the current and preceding year.

(iii) Forecast of the annual employment rate is not available. If GDP continues to grow at between 4.5% and 6.5%, 450,000 jobs overall are expected to be created over the next 5 years.

(iv) With the economic recovery, the number of job seekers requiring public employment service has declined.

(v) Based on spending for training under the LLEF and SDF.

(vi) Data not available prior to the introduction of this indicator.

(vii) Projections not available before publication deadline.

(viii) The projected employment rate for resident population aged 55-64 is 65% by FY2011.

Key Performance Indicators - continued

Desired Outcome	Performance Indicator	Actual FY2005	Actual FY2006	Revised FY2007	Estimated FY2008
Workplaces for Optimal Performance	No. of labour disputes per unionised establishment	0.15	0.16	0.14	0.14
	No. of labour disputes per 1,000 non-unionised employees	4.3	4.13	3.24	3.24
	No. of strikes/mandays lost due to industrial disputes	0	0	0	0
	No. of FW/FDW management problems per 1,000 workers	16	8.5	<22	<22
Customer Responsiveness	% of R pass online applications processed within 2 days	95	95	95	95
	% of R pass manual applications processed within 7 days	90	90	90	90
	% of PQS pass online applications processed within 2 weeks	n.a. (i)	94	95	95
	% of PQS pass manual applications processed within 3 weeks	n.a. (i)	89	90	90
	% of unionised and non-unionised dispute cases settled within 3 months from 1 st meeting	92.2	94.7	95	95

(i) Data not available prior to the introduction of this indicator.