

FINANCIAL SECURITY AND LIFELONG EMPLOYABILITY FOR SINGAPOREANS PROGRAMME

PROGRAMME DESCRIPTION

MOM aims to foster lifelong employability, help our citizens build up their retirement adequacy and uplift low-wage workers to bring about inclusive growth for all Singaporeans.

This programme comes under the **Income Security Policy Division**. The division is responsible for the formulation of policies and strategies to enhance the retirement adequacy of Singaporeans, and improve the incomes and employment conditions at the bottom. These are conducted in close coordination with other programmes pertaining to the employment of older low-wage workers, as well as housing and healthcare programmes.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2011	Estimated FY2012	Revised FY2012	Estimated FY2013	Change over FY2012	FY2012
SQ	FINANCIAL SECURITY AND LIFELONG EMPLOYABILITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	\$469,407,623	\$450,530,300	\$595,455,500	\$700,583,500	\$105,128,000	17.7%
	Main Estimates						
	OPERATING EXPENDITURE	\$469,407,623	\$450,530,300	\$595,455,500	\$700,583,500	\$105,128,000	17.7%
	<i>RUNNING COSTS</i>	<i>\$11,407,623</i>	<i>\$10,530,300</i>	<i>\$14,166,300</i>	<i>\$16,583,500</i>	<i>\$2,417,200</i>	<i>17.1%</i>
	Expenditure on Manpower	\$2,293,941	\$1,277,600	\$1,331,200	\$1,496,000	\$164,800	12.4%
1500	Permanent Staff	2,293,941	1,277,600	1,331,200	1,496,000	164,800	12.4
	Other Operating Expenditure	\$9,113,681	\$9,252,700	\$12,835,100	\$15,087,500	\$2,252,400	17.5%
2100	Consumption of Products & Services	8,929,145	9,054,800	12,184,100	14,311,700	2,127,600	17.5
2300	Manpower Development	43,150	89,700	295,000	351,600	56,600	19.2
2400	International & Public Relations, Public Communications	141,387	95,400	313,800	374,000	60,200	19.2
2700	Asset Acquisition	0	12,800	42,200	50,200	8,000	19.0
	<i>TRANSFERS</i>	<i>\$458,000,000</i>	<i>\$440,000,000</i>	<i>\$581,289,200</i>	<i>\$684,000,000</i>	<i>\$102,710,800</i>	<i>17.7%</i>
3500	Social Transfers to Individuals	458,000,000	440,000,000	581,289,200	684,000,000	102,710,800	17.7

Manpower

Category	Actual FY2011	Estimated FY2012	Revised FY2012	Estimated FY2013
Permanent Staff	19	20	20	20
Temporary, Daily-Rated & Other Staff	0	0	5	5
TOTAL	19	20	25	25

CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME

PROGRAMME DESCRIPTION

This programme deals with central management and administration of the MOM HQ. It includes the corporate services functions of corporate planning, corporate communications, customer responsiveness, legal services, financial, internal audit, information systems & technology, and human resource administration.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2011	Estimated FY2012	Revised FY2012	Estimated FY2013	Change over	FY2012
SR	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	\$129,802,112	\$141,056,700	\$122,114,100	\$144,444,200	\$22,330,100	18.3%
	Main Estimates						
	OPERATING EXPENDITURE	\$74,627,975	\$127,186,300	\$104,195,000	\$125,918,600	\$21,723,600	20.8%
	<i>RUNNING COSTS</i>	<i>\$69,887,575</i>	<i>\$105,086,300</i>	<i>\$79,976,700</i>	<i>\$102,532,100</i>	<i>\$22,555,400</i>	<i>28.2%</i>
	Expenditure on Manpower	\$21,888,382	\$23,449,100	\$24,432,600	\$27,457,300	\$3,024,700	12.4%
1200	Political Appointments	1,108,550	1,683,600	1,754,300	1,971,600	217,300	12.4
1500	Permanent Staff	20,779,833	21,765,500	22,678,300	25,485,700	2,807,400	12.4
	Other Operating Expenditure	\$47,999,192	\$81,637,200	\$55,544,100	\$75,074,800	\$19,530,700	35.2%
2100	Consumption of Products & Services	38,151,440	73,597,200	44,604,500	66,064,400	21,459,900	48.1
2300	Manpower Development	2,419,733	2,117,000	2,433,800	2,294,700	-139,100	-5.7
2400	International & Public Relations, Public Communications	6,460,868	4,052,800	6,449,000	4,964,400	-1,484,600	-23.0
2700	Asset Acquisition	965,085	1,870,200	2,056,800	1,751,300	-305,500	-14.9
2800	Miscellaneous	2,066	0	0	0	0	0.0
	TRANSFERS	\$4,740,401	\$22,100,000	\$24,218,300	\$23,386,500	-\$831,800	-3.4%
3500	Social Transfers to Individuals	0	0	260,000	260,000	0	0.0
3600	Transfers to Institutions & Organisations	3,000,000	20,200,000	22,203,300	20,559,800	-1,643,500	-7.4
3800	International Organisations & Overseas Development Assistance	1,740,401	1,900,000	1,755,000	2,566,700	811,700	46.3
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$55,174,137	\$13,870,400	\$17,919,100	\$18,525,600	\$606,500	3.4%
5100	Government Development	55,174,137	13,870,400	17,919,100	18,525,600	606,500	3.4

Manpower

Category	Actual FY2011	Estimated FY2012	Revised FY2012	Estimated FY2013
Political Appointments	3	3	3	3
Permanent Staff	229	253	261	261
Temporary, Daily-Rated & Other Staff	14	17	18	18
TOTAL	246	273	282	282

GLOBALLY COMPETITIVE WORKFORCE PROGRAMME

PROGRAMME DESCRIPTION

MOM strives to develop a dynamic, flexible and productive workforce. This will ensure that the workforce remains relevant and competitive to support a shift towards sustainable and inclusive economic development for Singapore.

This programme comprises the following Divisions/Departments:

Manpower Planning and Policy Division

The division formulates and reviews policies and strategies to enhance the employability and employment outcomes of Singaporeans. The main functions include:

- Integration of education and industry policies through the national manpower planning framework;
- Development of the national continuing education and training (CET) system and corporate governance of the Singapore Workforce Development Agency;
- Formulation of productivity policies (jointly with the Ministry of Trade and Industry); and
- Formulation of foreign manpower policies

The division also compiles, analyses and disseminates manpower statistical information to facilitate informed decision making and enhance the flexibility and responsiveness of the labour market.

Work Pass Division

The main functions include the administration of an integrated work pass framework and an entry and exit management system for foreign manpower.

National Wage Council Secretariat

The National Wages Council (NWC) is a tripartite advisory body that formulates wage guidelines to support Singapore's long-term economic growth and social development. The NWC Secretariat provides secretariat support for the Council meetings and the issuance of its wage guidelines.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2011	Estimated FY2012	Revised FY2012	Estimated FY2013	Change over FY2012	
SS	GLOBALLY COMPETITIVE WORKFORCE PROGRAMME						
	TOTAL EXPENDITURE	\$205,785,045	\$257,073,000	\$254,391,700	\$289,726,300	\$35,334,600	13.9%
	Main Estimates						
	OPERATING EXPENDITURE	\$203,056,561	\$246,767,700	\$248,047,600	\$280,968,200	\$32,920,600	13.3%
	<i>RUNNING COSTS</i>	<i>\$203,056,561</i>	<i>\$246,767,700</i>	<i>\$248,047,600</i>	<i>\$280,968,200</i>	<i>\$32,920,600</i>	<i>13.3%</i>
	Expenditure on Manpower	\$38,504,598	\$40,079,500	\$41,760,400	\$46,930,600	\$5,170,200	12.4%
1500	Permanent Staff	37,508,974	39,362,200	41,013,100	46,090,200	5,077,100	12.4
1600	Temporary, Daily-Rated & Other Staff	995,624	717,300	747,300	840,400	93,100	12.5

Code	Object Class	Actual FY2011	Estimated FY2012	Revised FY2012	Estimated FY2013	Change over FY2012	FY2012
	Other Operating Expenditure	\$52,156,963	\$60,498,200	\$57,357,200	\$69,938,300	\$12,581,100	21.9%
2100	Consumption of Products & Services	48,753,863	54,161,900	51,641,700	63,314,700	11,673,000	22.6
2300	Manpower Development	739,856	2,649,200	2,516,300	3,009,300	493,000	19.6
2400	International & Public Relations, Public Communications	2,457,787	3,347,200	2,870,900	3,279,000	408,100	14.2
2700	Asset Acquisition	148,502	312,100	304,500	308,200	3,700	1.2
2800	Miscellaneous	56,954	27,800	23,800	27,100	3,300	13.9
	Grants, Subventions & Capital Injections to Organisations	\$112,395,000	\$146,190,000	\$148,930,000	\$164,099,300	\$15,169,300	10.2%
3100	Grants, Subventions & Capital Injections to Statutory Boards	112,395,000	146,190,000	148,930,000	164,099,300	15,169,300	10.2
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$2,728,484	\$10,305,300	\$6,344,100	\$8,758,100	\$2,414,000	38.1%
5100	Government Development	2,728,484	10,305,300	6,344,100	8,758,100	2,414,000	38.1

Manpower

Category	Actual FY2011	Estimated FY2012	Revised FY2012	Estimated FY2013
Permanent Staff	476	505	497	500
Temporary, Daily-Rated & Other Staff	26	32	40	40
Others	559	674	717	768
TOTAL	1,061	1,211	1,254	1,308

PROGRESSIVE WORKPLACES PROGRAMME

PROGRAMME DESCRIPTION

MOM seeks to build progressive workplaces to maximise the potential of Singapore's workforce. To achieve this, MOM works closely with the various stakeholders including the tripartite partners and industry to engender safer and healthier workplaces, maintain harmonious industrial relations, enhance employment standards and human resources practices and capabilities, as well as better manage our foreign workforce.

This programme comprises the following Divisions/Departments:

Labour Relations and Workplaces Division

The main functions include:

- strengthening of labour management co-operation and tripartite partnership;
- assessment of labour relations climate;
- early detection of serious industrial relations issues;
- amicable settlement of industrial disputes through conciliation;
- enforcement of the Trade Unions Act and promotion of responsible unionism;
- administration and enforcement of the Employment Act including adjudication of employment disputes, and the Retirement and Re-employment Act;
- active participation in international and regional meetings on labour matters to safeguard Singapore's interest; provision of secretariat support to the National Wages Council and other tripartite committees; and
- development of policies to promote fair employment practices and work-life harmony.

Industrial Arbitration Court

The main functions include the hearing of industrial disputes; handing down awards; certifying and enforcing collective agreements; and settling industrial disputes through mediation.

Occupational Safety and Health Division

The main functions include the development of policies to improve safety and health of workers; investigation, control and prevention of accidents and ill health arising from work; administration and enforcement of workplace safety and health laws and regulations; and administration and enforcement of the Work Injury Compensation Act.

Workplace Safety and Health Council

The main functions include setting acceptable workplace safety and health practices; building the capabilities of the industry to better manage workplace safety and health; promotion of safety and health at work; and recognising companies with good workplace safety and health records.

Workplace Safety and Health Institute

The main functions include supporting MOM and the WSH Council in formulating informed workplace safety and health (WSH) national policies and programmes; providing industry stakeholders with relevant information services to better address new and emerging WSH issues; delivering quality applied research programmes to enhance WSH knowledge and practices; and raising capabilities of WSH professionals and business leaders through impactful continuing education initiatives.

Foreign Manpower Management Division

The main functions include the enforcement of the Employment of Foreign Manpower Act and the Employment Agencies Act; and the management of the well-being of foreign workers while they are working and living in Singapore.

Workplace Policy and Strategy Division

The division formulates and implements policies to enhance workplace practices and standards. These policies address a wide spectrum of issues, such as improving employment and occupational safety standards, as well as ensuring the proper management and well-being of foreign workers. Through surveys and research projects, the division also seeks to derive a better understanding of workplace practices across industry sectors. The International Relations Unit, which oversees and conducts MOM's relations with international agencies and foreign counterparts, is also part of the division.

National Human-Capital Office

The National Human-Capital Office aims to position Singapore as the global exemplar in human capital management and leadership, so as to attract and retain the best talent and investments. The four key thrusts that seek to build a progressive and vibrant HR ecosystem, as well as a HR industry equipped with strong capabilities to create greater value for organisations are:

- Establish Singapore as an authority that sets standards, provides directions and creates new knowledge for HR; in Asia and for Asia;
- Strengthen the HR and leadership ecosystem;
- Enhance HR capabilities of organisations; and
- Facilitate the delivery of HR value.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2011	Estimated FY2012	Revised FY2012	Estimated FY2013	Change over FY2012	
ST	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	\$105,961,905	\$114,978,800	\$117,272,500	\$133,085,000	\$15,812,500	13.5%
	Main Estimates						
	OPERATING EXPENDITURE	\$102,184,400	\$108,513,600	\$110,894,800	\$120,686,400	\$9,791,600	8.8%
	<i>RUNNING COSTS</i>	<i>\$96,121,497</i>	<i>\$100,863,600</i>	<i>\$97,866,200</i>	<i>\$108,366,400</i>	<i>\$10,500,200</i>	<i>10.7%</i>
	Expenditure on Manpower	\$69,481,880	\$72,407,900	\$75,444,600	\$84,785,000	\$9,340,400	12.4%
1500	Permanent Staff	69,481,880	72,407,900	75,444,600	84,785,000	9,340,400	12.4
	Other Operating Expenditure	\$26,639,618	\$28,455,700	\$22,421,600	\$23,581,400	\$1,159,800	5.2%
2100	Consumption of Products & Services	17,929,973	20,211,200	15,101,300	17,087,700	1,986,400	13.2
2300	Manpower Development	1,903,599	1,714,500	1,450,100	1,500,000	49,900	3.4
2400	International & Public Relations, Public Communications	6,605,676	6,069,300	5,430,100	4,615,900	-814,200	-15.0
2700	Asset Acquisition	93,470	280,500	267,100	227,600	-39,500	-14.8
2800	Miscellaneous	106,899	180,200	173,000	150,200	-22,800	-13.2
	<i>TRANSFERS</i>	<i>\$6,062,903</i>	<i>\$7,650,000</i>	<i>\$13,028,600</i>	<i>\$12,320,000</i>	<i>-\$708,600</i>	<i>-5.4%</i>
3500	Social Transfers to Individuals	5,027,284	6,650,000	1,941,200	6,400,000	4,458,800	229.7
3600	Transfers to Institutions & Organisations	1,035,619	1,000,000	11,087,400	5,920,000	-5,167,400	-46.6
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$3,777,505	\$6,465,200	\$6,377,700	\$12,398,600	\$6,020,900	94.4%
5100	Government Development	3,777,505	6,465,200	6,377,700	12,398,600	6,020,900	94.4

Manpower

Category	Actual FY2011	Estimated FY2012	Revised FY2012	Estimated FY2013
Other Statutory Appointments	0	1	1	1
Permanent Staff	863	949	935	941
Temporary, Daily-Rated & Other Staff	5	13	30	30
TOTAL	868	963	966	972