

FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME

PROGRAMME DESCRIPTION

MOM aims to help Singaporeans achieve financial security through improving incomes and employability, uplifting low-wage workers to bring about inclusive growth, and helping Singaporeans build up their retirement adequacy.

This programme comprises the following Divisions/Departments:

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 of low-wage workers. 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 FY2012	Estimated FY2013	Revised FY2013	Estimated FY2014	Change over FY2013	
SQ	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	\$497,254,279	\$700,583,500	\$671,007,200	\$668,564,600	-\$2,442,600	-0.4%
	Main Estimates						
	OPERATING EXPENDITURE	\$497,254,279	\$700,583,500	\$671,007,200	\$668,564,600	-\$2,442,600	-0.4%
	<i>RUNNING COSTS</i>	<i>\$15,712,583</i>	<i>\$16,583,500</i>	<i>\$20,307,200</i>	<i>\$15,464,600</i>	<i>-\$4,842,600</i>	<i>-23.8%</i>
	Expenditure on Manpower	\$2,989,002	\$1,496,000	\$3,190,600	\$3,280,500	\$89,900	2.8%
1500	Permanent Staff	2,989,002	1,496,000	3,190,600	3,280,500	89,900	2.8
	Other Operating Expenditure	\$12,723,581	\$15,087,500	\$17,116,600	\$12,184,100	-\$4,932,500	-28.8%
2100	Consumption of Products & Services	10,978,474	14,311,700	14,227,000	10,979,200	-3,247,800	-22.8
2300	Manpower Development	40,626	351,600	74,700	19,700	-55,000	-73.6
2400	International & Public Relations, Public Communications	1,703,536	374,000	2,813,200	1,184,700	-1,628,500	-57.9
2700	Asset Acquisition	945	50,200	1,700	500	-1,200	-70.6
	<i>TRANSFERS</i>	<i>\$481,541,696</i>	<i>\$684,000,000</i>	<i>\$650,700,000</i>	<i>\$653,100,000</i>	<i>\$2,400,000</i>	<i>0.4%</i>
3500	Social Transfers to Individuals	481,541,696	684,000,000	650,700,000	653,100,000	2,400,000	0.4

Manpower

Category	Actual FY2012	Estimated FY2013	Revised FY2013	Estimated FY2014
Permanent Staff	20	20	20	20
Temporary, Daily-Rated & Other Staff	0	5	5	5
TOTAL	20	25	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 FY2012	Estimated FY2013	Revised FY2013	Estimated FY2014	Change over FY2013	
SR	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	\$115,005,173	\$144,444,200	\$129,667,800	\$168,325,000	\$38,657,200	29.8%
	Main Estimates						
	OPERATING EXPENDITURE	\$99,870,844	\$125,918,600	\$116,090,900	\$145,709,100	\$29,618,200	25.5%
	<i>RUNNING COSTS</i>	<i>\$76,030,045</i>	<i>\$102,532,100</i>	<i>\$92,229,400</i>	<i>\$135,380,100</i>	<i>\$43,150,700</i>	<i>46.8%</i>
	Expenditure on Manpower	\$24,423,808	\$27,457,300	\$26,292,300	\$26,904,300	\$612,000	2.3%
1200	Political Appointments	1,024,121	1,971,600	1,317,200	1,221,900	-95,300	-7.2
1500	Permanent Staff	23,399,687	25,485,700	24,975,100	25,682,400	707,300	2.8
	Other Operating Expenditure	\$51,606,237	\$75,074,800	\$65,937,100	\$108,475,800	\$42,538,700	64.5%
2100	Consumption of Products & Services	46,737,516	66,064,400	61,242,700	103,598,100	42,355,400	69.2
2300	Manpower Development	2,749,891	2,294,700	2,696,200	3,004,300	308,100	11.4
2400	International & Public Relations, Public Communications	1,568,244	4,964,400	1,492,100	1,376,800	-115,300	-7.7
2700	Asset Acquisition	530,600	1,751,300	486,600	477,300	-9,300	-1.9
2800	Miscellaneous	19,986	0	19,500	19,300	-200	-1.0
	<i>TRANSFERS</i>	<i>\$23,840,799</i>	<i>\$23,386,500</i>	<i>\$23,861,500</i>	<i>\$10,329,000</i>	<i>-\$13,532,500</i>	<i>-56.7%</i>
3500	Social Transfers to Individuals	227,533	260,000	0	0	0	0.0
3600	Transfers to Institutions & Organisations	22,054,131	20,559,800	20,733,500	1,429,000	-19,304,500	-93.1
3800	International Organisations & Overseas Development Assistance	1,559,135	2,566,700	3,128,000	8,900,000	5,772,000	184.5
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$15,134,328	\$18,525,600	\$13,576,900	\$22,615,900	\$9,039,000	66.6%
5100	Government Development	15,134,328	18,525,600	13,576,900	22,615,900	9,039,000	66.6

Manpower

Category	Actual FY2012	Estimated FY2013	Revised FY2013	Estimated FY2014
Political Appointments	3	3	3	3
Permanent Staff	249	261	259	260
Temporary, Daily-Rated & Other Staff	16	18	21	21
TOTAL	268	282	283	284

PRODUCTIVE WORKFORCE PROGRAMME

PROGRAMME DESCRIPTION

MOM strives to develop a productive and adaptable workforce that supports a vibrant economy, where sustainable real income increases are achieved through higher skills and productivity improvements.

This programme comprises the following Divisions/Departments:

Manpower Planning and Policy Division

The division formulates and reviews policies and strategies to help build a productive and skilled local workforce as well as a flexible labour market that is able to meet the challenges of economic volatility and the changing demands of the global marketplace. This includes responsibility for the policies and strategies that help foster lifelong employability through Pre-Employment Training (PET) and Continuing Education and Training (CET). Such efforts aim to ensure that Singaporeans have suitable skills to access better jobs, and thus higher incomes for improved financial security. The division's policies and strategies are supported by robust labour market analysis and statistical research, which includes the compilation and dissemination of manpower statistical information to facilitate informed and timely decision making.

In addition, the division formulates and reviews foreign manpower policies to ensure that the foreign workforce is of the right profile and quantity to complement our local workforce to support development of key industries, meet business needs, and strengthen the Singapore core for sustained economic competitiveness as well as meet the career aspirations of Singaporeans.

Work Pass Division

The division administers an integrated work pass framework and an entry and exit management system for foreign manpower. This includes facilitating and regulating the employment of foreign nationals, to ensure an efficient, effective and dynamic workpass admissions framework that meets the needs of the Singapore economy.

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 FY2012	Estimated FY2013	Revised FY2013	Estimated FY2014	Change over FY2013	
SS	PRODUCTIVE WORKFORCE PROGRAMME						
	TOTAL EXPENDITURE	\$248,331,028	\$289,726,300	\$277,704,800	\$274,616,400	-\$3,088,400	-1.1%
	Main Estimates						
	OPERATING EXPENDITURE	\$242,157,738	\$280,968,200	\$271,858,100	\$258,023,800	-\$13,834,300	-5.1%
	<i>RUNNING COSTS</i>	<i>\$242,157,738</i>	<i>\$280,968,200</i>	<i>\$271,858,100</i>	<i>\$255,463,800</i>	<i>-\$16,394,300</i>	<i>-6.0%</i>
	Expenditure on Manpower	\$40,858,162	\$46,930,600	\$43,108,800	\$44,097,700	\$988,900	2.3%
1500	Permanent Staff	39,969,661	46,090,200	42,662,200	43,869,400	1,207,200	2.8
1600	Temporary, Daily-Rated & Other Staff	888,501	840,400	446,600	228,300	-218,300	-48.9

Code	Object Class	Actual FY2012	Estimated FY2013	Revised FY2013	Estimated FY2014	Change over FY2013	
	Other Operating Expenditure	\$54,415,705	\$69,938,300	\$59,540,000	\$55,734,700	-\$3,805,300	-6.4%
2100	Consumption of Products & Services	50,970,685	63,314,700	56,672,300	51,983,900	-4,688,400	-8.3
2300	Manpower Development	848,396	3,009,300	885,000	895,800	10,800	1.2
2400	International & Public Relations, Public Communications	2,502,632	3,279,000	1,897,800	2,755,900	858,100	45.2
2700	Asset Acquisition	75,961	308,200	71,600	79,100	7,500	10.5
2800	Miscellaneous	18,031	27,100	13,300	20,000	6,700	50.4
	Grants, Subventions & Capital Injections to Organisations	\$146,883,870	\$164,099,300	\$169,209,300	\$155,631,400	-\$13,577,900	-8.0%
3100	Grants, Subventions & Capital Injections to Statutory Boards	146,883,870	164,099,300	169,209,300	155,631,400	-13,577,900	-8.0
	<i>TRANSFERS</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$2,560,000</i>	<i>\$2,560,000</i>	<i>n.a.</i>
3600	Transfers to Institutions & Organisations	0	0	0	2,560,000	2,560,000	n.a.
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$6,173,290	\$8,758,100	\$5,846,700	\$16,592,600	\$10,745,900	183.8%
5100	Government Development	6,173,290	8,758,100	5,846,700	16,592,600	10,745,900	183.8

Manpower

Category	Actual FY2012	Estimated FY2013	Revised FY2013	Estimated FY2014
Permanent Staff	497	500	499	500
Temporary, Daily-Rated & Other Staff	34	40	37	37
Others	705	768	733	751
TOTAL	1,236	1,308	1,269	1,288

PROGRESSIVE WORKPLACES PROGRAMME

PROGRAMME DESCRIPTION

MOM seeks to build great workplaces with harmonious labour management relations, progressive people practices, and safe and healthy work practices.

This programme comprises the following Divisions/Departments:

Workplace Policy and Strategy Division

The division formulates 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.

Labour Relations and Workplaces Division

The division works closely with various stakeholders to build harmonious industrial relationships that foster conducive workplace environments, founded on strong tripartite cooperation between employers, workers and the government.

The division also ensures that companies practise good employment standards and safeguard the well-being of all workers through a robust legislative framework that balances the interests of employers and employees, an expeditious dispute resolution process, and effective enforcement of employment laws. The division also supports the promotion of fair and progressive workplace practices and awareness of employers' and employees' rights and obligations under the law.

Industrial Arbitration Court

The Industrial Arbitration Court is responsible for the hearing of industrial disputes, certifying and enforcing collective agreements, as well as settling industrial disputes through mediation.

National Human-Capital Office

The National Human-Capital Office aims to develop Singapore as the global exemplar in human capital management and leadership, so as to attract and retain the best talent and investments. To enable the development of a progressive and vibrant HR ecosystem, and a HR industry equipped with strong capabilities to create greater value for organizations, the office embarks on initiatives to (i) establish Singapore as an authority that sets standards, provides directions and creates new Pan-Asia HR knowledge, (ii) strengthen the HR and leadership ecosystem, (iii) enhance HR capabilities of organizations, and (iv) facilitate the delivery of HR value.

Foreign Manpower Management Division

The division ensures that the foreign workforce is well-managed and the integrity of the work pass framework as well as the well-being of foreign workers are safeguarded. This is achieved through strong enforcement efforts by ensuring that the legislative framework remains effective while providing the necessary deterrence. The division also undertakes engagement efforts so that both foreign worker employers and foreign workers are aware of their obligations, responsibilities and rights.

Occupational Safety and Health Division

The division is responsible for ensuring a safe and healthy workplace environment for all by establishing a strong safety culture through sound policies, evidence-based research and industry-led WSH programmes that are supported by a robust regulatory and enforcement framework. The division

works with various stakeholders to identify, assess and manage workplace safety and health risks to eliminate death, injury and ill-health. The division also works closely with the Workplace Safety and Health Council to develop strategies to raise WSH standards in Singapore and to realise the national WSH 2018 Vision.

Workplace Safety and Health Council

The Council is responsible for setting acceptable workplace safety and health practices, building the capabilities of the industry to better manage workplace safety and health, promoting safety and health at work as well as recognising companies with good workplace safety and health records.

Workplace Safety and Health Institute

The Institute supports MOM, WSH Council and businesses in the analysis of gaps and generation of WSH knowledge and solutions and provides the platform for anticipating new and emerging WSH trends and risks. The Institute seeks to enhance WSH knowledge and practices through conducting quality applied research and raise capabilities of WSH professionals and business leaders through impactful continuing education initiatives.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2012	Estimated FY2013	Revised FY2013	Estimated FY2014	Change over FY2013	
ST	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	\$120,196,384	\$133,085,000	\$131,208,000	\$134,886,800	\$3,678,800	2.8%
	Main Estimates						
	OPERATING EXPENDITURE	\$113,838,244	\$120,686,400	\$120,232,400	\$120,204,100	-\$28,300	0.0%
	<i>RUNNING COSTS</i>	<i>\$99,708,468</i>	<i>\$108,366,400</i>	<i>\$107,701,000</i>	<i>\$110,208,100</i>	<i>\$2,507,100</i>	<i>2.3%</i>
	Expenditure on Manpower	\$78,650,591	\$84,785,000	\$83,951,000	\$86,326,300	\$2,375,300	2.8%
1500	Permanent Staff	78,650,591	84,785,000	83,951,000	86,326,300	2,375,300	2.8
	Other Operating Expenditure	\$21,057,877	\$23,581,400	\$23,750,000	\$23,881,800	\$131,800	0.6%
2100	Consumption of Products & Services	12,091,221	17,087,700	13,658,800	13,726,300	67,500	0.5
2300	Manpower Development	2,148,661	1,500,000	2,411,300	2,696,300	285,000	11.8
2400	International & Public Relations, Public Communications	6,701,995	4,615,900	7,550,300	7,302,700	-247,600	-3.3
2700	Asset Acquisition	50,171	227,600	56,700	67,400	10,700	18.9
2800	Miscellaneous	65,829	150,200	72,900	89,100	16,200	22.2
	<i>TRANSFERS</i>	<i>\$14,129,776</i>	<i>\$12,320,000</i>	<i>\$12,531,400</i>	<i>\$9,996,000</i>	<i>-\$2,535,400</i>	<i>-20.2%</i>
3500	Social Transfers to Individuals	0	6,400,000	4,046,300	780,800	-3,265,500	-80.7
3600	Transfers to Institutions & Organisations	14,129,776	5,920,000	8,485,100	9,215,200	730,100	8.6
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$6,358,140	\$12,398,600	\$10,975,600	\$14,682,700	\$3,707,100	33.8%
5100	Government Development	6,358,140	12,398,600	10,975,600	14,682,700	3,707,100	33.8

Manpower

Category	Actual FY2012	Estimated FY2013	Revised FY2013	Estimated FY2014
Other Statutory Appointments	1	1	1	1
Permanent Staff	938	941	929	934
Temporary, Daily-Rated & Other Staff	14	30	45	52
TOTAL	953	972	975	987