

FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME

PROGRAMME DESCRIPTION

MOM aims to help Singaporeans achieve financial security and peace of mind in retirement through the CPF system and lifelong employability. To bring about inclusive growth, MOM focuses on uplifting and improving the incomes and employability of older and low-wage workers.

This programme comprises the following Divisions/Departments:

Income Security Policy Division

The division works closely with the Central Provident Fund (CPF) Board and other partners in the social and economic sectors to formulate policies and strategies to enhance Singaporeans' retirement adequacy, and improve the incomes and employment conditions of low-wage workers.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2014	Estimated FY2015	Revised FY2015	Estimated FY2016	Change over FY2015
SQ	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME					
	TOTAL EXPENDITURE	\$708,677,942	\$810,616,300	\$728,343,600	\$1,138,051,300	\$409,707,700 56.3%
	Main Estimates					
	OPERATING EXPENDITURE	\$708,677,942	\$810,616,300	\$728,343,600	\$1,138,051,300	\$409,707,700 56.3%
	<i>RUNNING COSTS</i>	<i>\$15,757,993</i>	<i>\$28,763,000</i>	<i>\$28,764,100</i>	<i>\$36,726,800</i>	<i>\$7,962,700</i> <i>27.7%</i>
	Expenditure on Manpower	\$2,725,590	\$3,813,200	\$3,202,800	\$3,442,300	\$239,500 7.5%
1500	Permanent Staff	2,725,590	3,813,200	3,202,800	3,442,300	239,500 7.5
	Other Operating Expenditure	\$13,032,403	\$24,949,800	\$25,561,300	\$33,284,500	\$7,723,200 30.2%
2100	Consumption of Products & Services	12,886,701	22,454,500	25,409,100	33,110,200	7,701,100 30.3
2300	Manpower Development	11,658	11,300	11,600	13,600	2,000 17.2
2400	International & Public Relations, Public Communications	113,793	2,477,300	120,300	137,100	16,800 14.0
2700	Asset Acquisition	20,250	6,700	20,300	23,600	3,300 16.3
	TRANSFERS	\$692,919,949	\$781,853,300	\$699,579,500	\$1,101,324,500	\$401,745,000 57.4%
3500	Social Transfers to Individuals	692,139,525	781,853,300	699,579,500	1,101,324,500	401,745,000 57.4
3600	Transfers to Institutions & Organisations	780,424	0	0	0	0 0.0

Manpower

Category	Actual FY2014	Estimated FY2015	Revised FY2015	Estimated FY2016
Permanent Staff	20	20	22	23
Temporary, Daily-Rated & Other Staff	0	0	1	1
TOTAL	20	20	23	24

CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME

PROGRAMME DESCRIPTION

This programme deals with central management and administration of MOM. 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 FY2014	Estimated FY2015	Revised FY2015	Estimated FY2016	Change over FY2015	
SR	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	\$109,781,299	\$160,479,500	\$144,773,600	\$161,647,900	\$16,874,300	11.7%
	Main Estimates						
	OPERATING EXPENDITURE	\$96,794,361	\$150,839,100	\$132,064,700	\$156,903,700	\$24,839,000	18.8%
	<i>RUNNING COSTS</i>	<i>\$91,826,600</i>	<i>\$137,742,800</i>	<i>\$121,834,700</i>	<i>\$119,661,400</i>	<i>-\$2,173,300</i>	<i>-1.8%</i>
	Expenditure on Manpower	\$28,273,073	\$30,966,800	\$32,061,600	\$33,311,600	\$1,250,000	3.9%
1200	Political Appointments	1,473,228	1,368,500	1,505,400	1,550,600	45,200	3.0
1500	Permanent Staff	26,799,845	29,598,300	30,556,200	31,761,000	1,204,800	3.9
	Other Operating Expenditure	\$63,553,528	\$106,776,000	\$89,773,100	\$86,349,800	-\$3,423,300	-3.8%
2100	Consumption of Products & Services	55,390,720	98,637,000	81,244,000	78,063,400	-3,180,600	-3.9
2300	Manpower Development	3,066,759	3,376,800	2,970,100	3,141,200	171,100	5.8
2400	International & Public Relations, Public Communications	4,886,192	4,367,800	5,327,900	4,945,000	-382,900	-7.2
2700	Asset Acquisition	208,917	394,400	230,100	199,200	-30,900	-13.4
2800	Miscellaneous	939	0	1,000	1,000	0	0.0
	<i>TRANSFERS</i>	<i>\$4,967,760</i>	<i>\$13,096,300</i>	<i>\$10,230,000</i>	<i>\$37,242,300</i>	<i>\$27,012,300</i>	<i>264.0%</i>
3600	Transfers to Institutions & Organisations	3,000,000	11,196,300	8,030,000	35,342,300	27,312,300	340.1
3800	International Organisations & Overseas Development Assistance	1,967,760	1,900,000	2,200,000	1,900,000	-300,000	-13.6
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$12,986,938	\$9,640,400	\$12,708,900	\$4,744,200	-\$7,964,700	-62.7%
5100	Government Development	12,463,394	9,640,400	12,708,900	4,744,200	-7,964,700	-62.7
5200	Grants & Capital Injections to Organisations	523,544	0	0	0	0	0.0

Manpower

Category	Actual FY2014	Estimated FY2015	Revised FY2015	Estimated FY2016
Political Appointments	3	3	3	3
Permanent Staff	260	263	256	259
Temporary, Daily-Rated & Other Staff	26	28	25	25
TOTAL	289	294	284	287

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 formulating policies and strategies to optimise local manpower. The division also seeks to strengthen the Singaporean core and promote the development, competitiveness, and employment outcomes of the local workforce, with good matching of manpower supply with industry demand. 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) and ongoing public consultation 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 in meeting industries' needs, whilst facilitating a flexible and responsive labour market.

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 work pass admissions framework that meets the needs of the Singapore economy.

The Work Pass Integrated System Programme Office (WINS PO) oversees the transformation and redevelopment of MOM's Work Pass System. This includes the adoption of practices that are anchored on principles of rapid prototyping, continuous integration and iterative builds, to enable more nimble and flexible policy and service delivery and enhance operational effectiveness.

National Wages 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 FY2014	Estimated FY2015	Revised FY2015	Estimated FY2016	Change over FY2015	
SS	PRODUCTIVE WORKFORCE PROGRAMME						
	TOTAL EXPENDITURE	\$291,905,010	\$363,045,300	\$346,093,500	\$317,176,800	-\$28,916,700	-8.4%
	Main Estimates						
	OPERATING EXPENDITURE	\$280,284,688	\$350,702,000	\$334,500,100	\$313,374,800	-\$21,125,300	-6.3%
	<i>RUNNING COSTS</i>	<i>\$277,729,941</i>	<i>\$350,172,000</i>	<i>\$333,885,700</i>	<i>\$313,267,400</i>	<i>-\$20,618,300</i>	<i>-6.2%</i>
	Expenditure on Manpower	\$46,363,701	\$48,351,800	\$47,465,700	\$48,891,100	\$1,425,400	3.0%
1500	Permanent Staff	46,173,599	47,927,900	47,279,600	48,699,400	1,419,800	3.0
1600	Temporary, Daily-Rated & Other Staff	190,102	423,900	186,100	191,700	5,600	3.0
	Other Operating Expenditure	\$60,078,019	\$61,296,500	\$61,780,200	\$62,363,900	\$583,700	0.9%
2100	Consumption of Products & Services	57,730,585	58,370,100	59,533,800	60,330,800	797,000	1.3
2300	Manpower Development	828,524	994,200	820,400	1,096,800	276,400	33.7
2400	International & Public Relations, Public Communications	1,270,456	1,827,600	1,181,300	692,100	-489,200	-41.4
2700	Asset Acquisition	157,905	30,200	157,200	173,100	15,900	10.1
2800	Miscellaneous	90,548	74,400	87,500	71,100	-16,400	-18.7
	Grants, Subventions & Capital Injections to Organisations	\$171,288,221	\$240,523,700	\$224,639,800	\$202,012,400	-\$22,627,400	-10.1%
3100	Grants, Subventions & Capital Injections to Statutory Boards	171,288,221	240,523,700	224,639,800	202,012,400	-22,627,400	-10.1
	<i>TRANSFERS</i>	<i>\$2,554,746</i>	<i>\$530,000</i>	<i>\$614,400</i>	<i>\$107,400</i>	<i>-\$507,000</i>	<i>-82.5%</i>
3600	Transfers to Institutions & Organisations	2,554,746	530,000	614,400	107,400	-507,000	-82.5
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$11,620,322	\$12,343,300	\$11,593,400	\$3,802,000	-\$7,791,400	-67.2%
5100	Government Development	11,620,322	12,343,300	11,593,400	3,802,000	-7,791,400	-67.2

Manpower

Category	Actual FY2014	Estimated FY2015	Revised FY2015	Estimated FY2016
Permanent Staff	498	495	490	490
Temporary, Daily-Rated & Other Staff	36	39	42	42
Others	741	725	809	804
TOTAL	1,275	1,259	1,341	1,336

PROGRESSIVE WORKPLACES PROGRAMME

PROGRAMME DESCRIPTION

MOM seeks to build great workplaces with harmonious labour relations, progressive, safe and healthy workplace 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 takes charge of the hearing of industrial disputes, certifying and enforcing collective agreements, and settling industrial disputes through mediation.

National Human-Capital Office

The National Human-Capital Office aims to develop Singapore as the leading talent hub in strategic human capital management, so as to attract and retain the best talent and investments. To enable the development of a progressive and vibrant HR ecosystem, an active and competent HR community and a HR industry equipped with strong capabilities to create greater value for organisations, 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 ecosystem, (iii) enhance capabilities of HR professionals and organisations, 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 is safeguarded. This is achieved through strong enforcement efforts by ensuring that the legislative framework remains effective while providing the necessary deterrence. The division also engages and educates the foreign worker employers and foreign workers so that they 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 ensures the right of employees to compensation in the event of work-related injury, death or occupational disease.

Workplace Safety and Health Council

The WSH Council works closely with MOM and other government agencies, the industry, unions, and professional associations to develop strategies to raise workplace safety and health (WSH) standards in Singapore. The Council sets acceptable workplace safety and health practices, builds industry capabilities to better manage workplace safety and health, and promotes safety and health at work and recognises companies with good workplace safety and health records. It operates through a set-up of committees, taskforces, and workgroups which help to identify and address specific WSH challenges in sectors and priority areas.

Workplace Safety and Health Institute

The Institute conducts quality applied research and provides evidence-based information to MOM, WSH Council and key stakeholders, so as to support the formulation and review of national WSH policies and strategies, enhance businesses' WSH practices and raise current WSH professionals and business leaders capabilities. The institute also anticipates new and emerging WSH trends and risks in Singapore through intelligence sensing and data analysis.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2014	Estimated FY2015	Revised FY2015	Estimated FY2016	Change over FY2015	
ST	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	\$154,824,041	\$144,192,400	\$159,933,400	\$175,448,900	\$15,515,500	9.7%
	Main Estimates						
	OPERATING EXPENDITURE	\$142,744,452	\$141,886,200	\$158,206,900	\$170,670,900	\$12,464,000	7.9%
	<i>RUNNING COSTS</i>	<i>\$121,489,024</i>	<i>\$117,576,400</i>	<i>\$131,069,600</i>	<i>\$133,215,400</i>	<i>\$2,145,800</i>	<i>1.6%</i>
	Expenditure on Manpower	\$93,822,140	\$95,904,600	\$98,099,800	\$101,732,900	\$3,633,100	3.7%
1500	Permanent Staff	93,822,140	95,904,600	98,099,800	101,732,900	3,633,100	3.7
	Other Operating Expenditure	\$27,666,884	\$21,671,800	\$32,969,800	\$31,482,500	-\$1,487,300	-4.5%
2100	Consumption of Products & Services	18,015,971	13,385,100	22,516,700	22,206,300	-310,400	-1.4
2300	Manpower Development	2,257,718	2,255,100	2,400,500	2,008,700	-391,800	-16.3
2400	International & Public Relations, Public Communications	6,921,522	5,578,200	7,566,400	6,827,700	-738,700	-9.8
2700	Asset Acquisition	394,979	417,000	408,500	369,600	-38,900	-9.5
2800	Miscellaneous	76,694	36,400	77,700	70,200	-7,500	-9.7
	<i>TRANSFERS</i>	<i>\$21,255,428</i>	<i>\$24,309,800</i>	<i>\$27,137,300</i>	<i>\$37,455,500</i>	<i>\$10,318,200</i>	<i>38.0%</i>
3600	Transfers to Institutions & Organisations	21,255,428	24,309,800	27,137,300	37,455,500	10,318,200	38.0
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$12,079,588	\$2,306,200	\$1,726,500	\$4,778,000	\$3,051,500	176.7%
5100	Government Development	12,079,588	2,306,200	1,726,500	4,778,000	3,051,500	176.7

Manpower

Category	Actual FY2014	Estimated FY2015	Revised FY2015	Estimated FY2016
Other Statutory Appointments	1	1	1	1
Permanent Staff	951	954	955	962
Temporary, Daily-Rated & Other Staff	48	67	73	73
TOTAL	1,000	1,022	1,029	1,036