

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, lifelong employability, and financial education and planning. 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 Division:

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, drive and coordinate Government's efforts to improve Singaporeans' financial well-being, and improve the incomes and employment conditions of low-wage workers.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2015	Estimated FY2016	Revised FY2016	Estimated FY2017	Change over FY2016	
SQ	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	\$706,035,524	\$1,138,051,300	\$1,217,315,100	\$1,119,337,700	-\$97,977,400	-8.0%
	Main Estimates						
	OPERATING EXPENDITURE	\$706,035,524	\$1,138,051,300	\$1,217,315,100	\$1,119,337,700	-\$97,977,400	-8.0%
	<i>RUNNING COSTS</i>	\$23,792,911	\$36,726,800	\$28,990,600	\$36,337,700	\$7,347,100	25.3%
	Expenditure on Manpower	\$3,193,383	\$3,442,300	\$3,268,400	\$3,426,700	\$158,300	4.8%
1500	Permanent Staff	3,193,383	3,442,300	3,268,400	3,426,700	158,300	4.8
	Other Operating Expenditure	\$20,599,529	\$33,284,500	\$25,722,200	\$32,911,000	\$7,188,800	27.9%
2100	Consumption of Products & Services	20,507,632	33,110,200	25,581,600	32,756,800	7,175,200	28.0
2300	Manpower Development	26,871	13,600	46,700	48,200	1,500	3.2
2400	International & Public Relations, Public Communications	44,765	137,100	58,700	69,600	10,900	18.6
2700	Asset Acquisition	20,261	23,600	35,200	36,400	1,200	3.4
	<i>TRANSFERS</i>	\$682,242,613	\$1,101,324,500	\$1,188,324,500	\$1,083,000,000	-\$105,324,500	-8.9%
3500	Social Transfers to Individuals	681,364,493	1,101,324,500	1,187,417,000	1,083,000,000	-104,417,000	-8.8
3600	Transfers to Institutions & Organisations	878,120	0	907,500	0	-907,500	-100.0

Manpower

Category	Actual FY2015	Estimated FY2016	Revised FY2016	Estimated FY2017
Permanent Staff	20	23	21	22
Temporary, Daily-Rated & Other Staff	1	1	0	0
TOTAL	21	24	21	22

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, finance, internal audit, information systems and technology, and human resource administration.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2015	Estimated FY2016	Revised FY2016	Estimated FY2017	Change over FY2016	
SR	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	\$128,958,271	\$161,647,900	\$164,578,300	\$139,786,800	-\$24,791,500	-15.1%
	Main Estimates						
	OPERATING EXPENDITURE	\$116,470,578	\$156,903,700	\$156,537,900	\$136,419,700	-\$20,118,200	-12.9%
	<i>RUNNING COSTS</i>	\$106,353,591	\$119,661,400	\$111,835,700	\$129,305,700	\$17,470,000	15.6%
	Expenditure on Manpower	\$30,451,870	\$33,311,600	\$31,167,500	\$32,677,200	\$1,509,700	4.8%
1200	Political Appointments	1,580,412	1,550,600	1,617,500	1,695,900	78,400	4.8
1500	Permanent Staff	28,871,458	31,761,000	29,550,000	30,981,300	1,431,300	4.8
	Other Operating Expenditure	\$75,901,721	\$86,349,800	\$80,668,200	\$96,628,500	\$15,960,300	19.8%
2100	Consumption of Products & Services	68,456,955	78,063,400	67,457,600	85,915,000	18,457,400	27.4
2300	Manpower Development	3,022,268	3,141,200	2,960,900	2,254,100	-706,800	-23.9
2400	International & Public Relations, Public Communications	4,251,240	4,945,000	10,106,700	8,310,200	-1,796,500	-17.8
2700	Asset Acquisition	127,584	199,200	102,800	103,600	800	0.8
2800	Miscellaneous	43,675	1,000	40,200	45,600	5,400	13.4
	<i>TRANSFERS</i>	\$10,116,987	\$37,242,300	\$44,702,200	\$7,114,000	-\$37,588,200	-84.1%
3600	Transfers to Institutions & Organisations	8,029,979	35,342,300	42,292,200	5,214,000	-37,078,200	-87.7
3800	International Organisations & Overseas Development Assistance	2,087,008	1,900,000	2,410,000	1,900,000	-510,000	-21.2
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$12,487,693	\$4,744,200	\$8,040,400	\$3,367,100	-\$4,673,300	-58.1%
5100	Government Development	11,154,579	4,744,200	8,040,400	3,367,100	-4,673,300	-58.1
5200	Grants & Capital Injections to Organisations	1,333,113	0	0	0	0	0.0

Manpower

Category	Actual FY2015	Estimated FY2016	Revised FY2016	Estimated FY2017
Political Appointments	3	3	3	3
Permanent Staff	253	259	259	262
Temporary, Daily-Rated & Other Staff	25	25	13	14
TOTAL	281	287	275	279

PRODUCTIVE WORKFORCE PROGRAMME

PROGRAMME DESCRIPTION

MOM strives to develop a productive and resilient workforce that supports a competitive 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 resilient local workforce that is flexible and responsive to the challenges of the global marketplace. The division supports industry transformation to become more manpower-lean and more productive, whilst strengthening the Singaporean core.

This includes manpower planning for the local workforce with a view to helping Singaporeans take on quality jobs across different industries, and providing employment facilitation and support for individuals to continually adapt and grow through their careers. Together with our partners such as Workforce Singapore (WSG) and Employment and Employability Institute (e2i), the division works to achieve good matches in the labour market between workers and employers, so as to maximise employment outcomes and meet industry needs.

The division also works towards improving wage outcomes of the local workforce through the National Wages Council (NWC) guidelines. With the support of the National Trades Union Congress (NTUC) and the Singapore National Employers Federation (SNEF), the NWC provides annual wage recommendations which help Singaporeans attain sustainable wage increases while ensuring that businesses stay resilient and competitive.

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 workforce policies to ensure foreign workforce growth is at a sustainable pace and that the foreign workforce complements our local workforce, whilst ensuring fair employment opportunities for 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 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.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2015	Estimated FY2016	Revised FY2016	Estimated FY2017	Change over FY2016	
SS	PRODUCTIVE WORKFORCE PROGRAMME						
	TOTAL EXPENDITURE	\$341,343,822	\$317,176,800	\$304,276,700	\$282,625,900	-\$21,650,800	-7.1%
	Main Estimates						
	OPERATING EXPENDITURE	\$329,818,190	\$313,374,800	\$298,037,800	\$268,342,100	-\$29,695,700	-10.0%
	<i>RUNNING COSTS</i>	\$329,132,863	\$313,267,400	\$297,814,600	\$268,159,600	-\$29,655,000	-10.0%
	Expenditure on Manpower	\$47,239,761	\$48,891,100	\$48,350,100	\$50,692,300	\$2,342,200	4.8%
1500	Permanent Staff	47,117,318	48,699,400	48,224,800	50,560,900	2,336,100	4.8
1600	Temporary, Daily-Rated & Other Staff	122,443	191,700	125,300	131,400	6,100	4.9
	Other Operating Expenditure	\$61,026,762	\$62,363,900	\$67,348,500	\$69,034,000	\$1,685,500	2.5%
2100	Consumption of Products & Services	58,861,452	60,330,800	64,779,800	66,668,100	1,888,300	2.9
2300	Manpower Development	859,582	1,096,800	1,183,900	1,482,700	298,800	25.2
2400	International & Public Relations, Public Communications	1,148,735	692,100	1,182,200	685,300	-496,900	-42.0
2700	Asset Acquisition	126,658	173,100	171,700	180,700	9,000	5.2
2800	Miscellaneous	30,335	71,100	30,900	17,200	-13,700	-44.3
	Grants, Subventions & Capital Injections to Organisations	\$220,866,339	\$202,012,400	\$182,116,000	\$148,433,300	-\$33,682,700	-18.5%
3100	Grants, Subventions & Capital Injections to Statutory Boards	220,866,339	202,012,400	182,116,000	148,433,300	-33,682,700	-18.5
	<i>TRANSFERS</i>	\$685,327	\$107,400	\$223,200	\$182,500	-\$40,700	-18.2%
3600	Transfers to Institutions & Organisations	685,327	107,400	223,200	182,500	-40,700	-18.2
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$11,525,633	\$3,802,000	\$6,238,900	\$14,283,800	\$8,044,900	128.9%
5100	Government Development	11,525,633	3,802,000	6,238,900	14,283,800	8,044,900	128.9

Manpower

Category	Actual FY2015	Estimated FY2016	Revised FY2016	Estimated FY2017
Permanent Staff	490	490	499	499
Temporary, Daily-Rated & Other Staff	44	42	64	64
Others	775	804	796	378
TOTAL	1,309	1,336	1,359	941

PROGRESSIVE WORKPLACES PROGRAMME

PROGRAMME DESCRIPTION

MOM seeks to build great workplaces with harmonious labour relations, as well as progressive, safe and healthy workplace practices.

This programme comprises the following Divisions/Departments:

Workplace Policy and Strategy Division

The division develops policies, programmes, and processes to develop Singapore as a great place to work. These initiatives cover a wide spectrum of workplace issues, including encouraging progressive work practices, raising occupational safety and health standards, and ensuring the well-being of foreign workers. The division works closely with diverse stakeholders such as tripartite partners, employment agencies, industry associations, embassies and non-government organisations (NGOs) to further these initiatives. The division also oversees Singapore's international labour relations and manages MOM's responses to high profile incidents.

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 further 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 seeks 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 support this aim, the Office focuses on initiatives 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.

Foreign Manpower Management Division

The division ensures that the foreign workforce is well-managed and that 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 Workplace Safety and Health (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, 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 WSH Institute conducts quality applied research and provides evidence-based information to MOM, WSH Council and key stakeholders, contributing to the formulation and review of national WSH policies and strategies, and better WSH practices for businesses. WSH Institute also anticipates new and emerging trends and risks, and provides an assessment of WSH outlook in Singapore through intelligence sensing and data analysis.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2015	Estimated FY2016	Revised FY2016	Estimated FY2017	Change over FY2016	
ST	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	\$166,214,613	\$175,448,900	\$182,388,800	\$185,870,200	\$3,481,400	1.9%
	Main Estimates						
	OPERATING EXPENDITURE	\$164,771,678	\$170,670,900	\$176,074,200	\$182,621,300	\$6,547,100	3.7%
	<i>RUNNING COSTS</i>	\$131,823,398	\$133,215,400	\$137,192,800	\$131,522,300	-\$5,670,500	-4.1%
	Expenditure on Manpower	\$98,688,213	\$101,732,900	\$101,007,400	\$95,201,100	-\$5,806,300	-5.7%
1500	Permanent Staff	98,688,213	101,732,900	101,007,400	95,201,100	-5,806,300	-5.7
	Other Operating Expenditure	\$33,135,184	\$31,482,500	\$36,185,400	\$36,321,200	\$135,800	0.4%
2100	Consumption of Products & Services	24,474,992	22,206,300	26,524,700	25,849,000	-675,700	-2.5
2300	Manpower Development	1,742,939	2,008,700	1,949,800	1,924,600	-25,200	-1.3
2400	International & Public Relations, Public Communications	6,702,461	6,827,700	7,454,000	8,289,900	835,900	11.2
2700	Asset Acquisition	174,962	369,600	208,600	211,700	3,100	1.5
2800	Miscellaneous	39,831	70,200	48,300	46,000	-2,300	-4.8
	<i>TRANSFERS</i>	\$32,948,280	\$37,455,500	\$38,881,400	\$51,099,000	\$12,217,600	31.4%
3600	Transfers to Institutions & Organisations	32,948,280	37,455,500	38,881,400	51,099,000	12,217,600	31.4
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$1,442,935	\$4,778,000	\$6,314,600	\$3,248,900	-\$3,065,700	-48.5%
5100	Government Development	1,442,935	4,778,000	6,314,600	3,248,900	-3,065,700	-48.5

Manpower

Category	Actual FY2015	Estimated FY2016	Revised FY2016	Estimated FY2017
Other Statutory Appointments	1	1	1	1
Permanent Staff	954	962	929	933
Temporary, Daily-Rated & Other Staff	63	73	57	59
TOTAL	1,018	1,036	987	993