

FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME

PROGRAMME DESCRIPTION

MOM aims to help Singaporeans achieve financial security, and peace of mind in retirement through the Central Provident Fund (CPF) system, lifelong employability, and financial education and planning.

This programme comprises the following Divisions/Departments:

Income Security Policy Division

The division works closely with the CPF Board, the Monetary Authority of Singapore and other partners in the social and economic sectors to formulate policies and strategies to enhance Singaporeans' retirement adequacy, and drive and coordinate Government's efforts to improve Singaporeans' financial well-being.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2017	Estimated FY2018	Revised FY2018	Estimated FY2019	Change Over FY2018	
S-Q	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	\$1,028,402,074	\$1,096,060,900	\$1,056,249,700	\$1,086,680,200	\$30,430,500	2.9%
	Main Estimates						
	OPERATING EXPENDITURE	\$1,028,134,385	\$1,096,060,900	\$1,054,930,400	\$1,085,488,800	\$30,558,400	2.9%
	<i>RUNNING COSTS</i>	\$38,317,126	\$35,244,500	\$40,014,000	\$40,012,900	-\$1,100	0.0%
	Expenditure on Manpower	\$3,981,155	\$3,439,000	\$4,068,700	\$4,106,300	\$37,600	0.9%
1500	Permanent Staff	3,981,155	3,439,000	4,068,700	4,106,300	37,600	0.9
	Other Operating Expenditure	\$34,335,972	\$31,805,500	\$35,945,300	\$35,906,600	-\$38,700	-0.1%
2100	Consumption of Products & Services	33,512,674	30,951,400	32,077,200	31,912,900	-164,300	-0.5
2300	Manpower Development	65,748	30,000	593,500	486,000	-107,500	-18.1
2400	International & Public Relations, Public Communications	755,479	824,100	3,195,100	3,434,800	239,700	7.5
2700	Asset Acquisition	2,071	0	79,500	72,900	-6,600	-8.3
	<i>TRANSFERS</i>	\$989,817,259	\$1,060,816,400	\$1,014,916,400	\$1,045,475,900	\$30,559,500	3.0%
3500	Social Transfers to Individuals	989,817,259	1,060,816,400	1,014,916,400	1,045,475,900	30,559,500	3.0
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$267,688	\$0	\$1,319,300	\$1,191,400	-\$127,900	-9.7%
5100	Government Development	267,688	0	1,319,300	1,191,400	-127,900	-9.7

Manpower

Category	Actual FY2017	Estimated FY2018	Revised FY2018	Estimated FY2019
Permanent Staff	21	23	22	23
Temporary, Daily-Rated & Other Staff	6	10	16	17
TOTAL	27	33	38	40

CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME

PROGRAMME DESCRIPTION

This programme deals with the 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 and technology, and human resource administration.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2017	Estimated FY2018	Revised FY2018	Estimated FY2019	Change Over FY2018	
S-R	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	\$138,832,075	\$132,230,500	\$154,512,500	\$151,116,800	-\$3,395,700	-2.2%
	Main Estimates						
	OPERATING EXPENDITURE	\$132,303,888	\$124,629,800	\$138,233,300	\$135,609,600	-\$2,623,700	-1.9%
	<i>RUNNING COSTS</i>	\$124,688,141	\$117,654,900	\$130,875,700	\$128,783,900	-\$2,091,800	-1.6%
	Expenditure on Manpower	\$33,289,597	\$31,867,800	\$33,207,800	\$33,301,100	\$93,300	0.3%
1200	Political Appointments	2,771,190	2,708,900	2,018,100	1,823,900	-194,200	-9.6
1500	Permanent Staff	30,518,407	29,158,900	31,189,700	31,477,200	287,500	0.9
	Other Operating Expenditure	\$91,398,544	\$85,787,100	\$97,667,900	\$95,482,800	-\$2,185,100	-2.2%
2100	Consumption of Products & Services	80,746,221	77,890,600	86,464,000	83,516,600	-2,947,400	-3.4
2300	Manpower Development	2,720,510	3,510,400	2,762,900	3,223,300	460,400	16.7
2400	International & Public Relations, Public Communications	7,127,989	4,170,800	8,086,000	8,368,000	282,000	3.5
2700	Asset Acquisition	803,249	215,300	353,500	373,200	19,700	5.6
2800	Miscellaneous	574	0	1,500	1,700	200	13.3
	<i>TRANSFERS</i>	\$7,615,746	\$6,974,900	\$7,357,600	\$6,825,700	-\$531,900	-7.2%
3600	Transfers to Institutions & Organisations	5,213,994	5,074,900	5,074,800	4,925,700	-149,100	-2.9
3800	International Organisations & Overseas Development Assistance	2,401,752	1,900,000	2,282,800	1,900,000	-382,800	-16.8
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$6,528,188	\$7,600,700	\$16,279,200	\$15,507,200	-\$772,000	-4.7%
5100	Government Development	5,099,946	7,555,600	15,620,000	15,507,200	-112,800	-0.7
5200	Grants & Capital Injections to Organisations	1,428,241	45,100	659,200	0	-659,200	-100.0

Manpower

Category	Actual FY2017	Estimated FY2018	Revised FY2018	Estimated FY2019
Political Appointments	3	3	3	3
Permanent Staff	257	258	257	260
Temporary, Daily-Rated & Other Staff	10	30	25	37
TOTAL	270	291	285	300

PRODUCTIVE WORKFORCE PROGRAMME

PROGRAMME DESCRIPTION

MOM strives to develop an agile, productive and resilient workforce that supports a competitive economy, where sustainable real income increases are achieved through higher skills and improvements in productivity.

This programme comprises the following Divisions/Departments:

Manpower Planning and Policy Division

The division formulates and reviews policies to develop a productive and resilient workforce that is agile and responsive to market demand. The division supports industry transformation to become more manpower-lean and create good jobs, whilst strengthening the Singaporean core.

This includes manpower planning for the local workforce to help Singaporeans take on quality jobs across different industries, and provision of employment facilitation and support for individuals to continually adapt and grow through their careers. Together with our partners such as Workforce Singapore (WSG) and the National Trades Union Congress Employment and Employability Institute (NTUC's e2i), the division works to achieve good matches in the labour market between workers and employers, so as to optimise employment outcomes and meet industry needs.

The division also works with NTUC and the Singapore National Employers Federation (SNEF) on the annual National Wages Council (NWC) recommendations, which help Singaporeans attain sustainable wage increases while ensuring that businesses stay resilient and competitive.

In addition, the division formulates and reviews foreign workforce policies to ensure that our foreign workforce complements our local workforce, and supports sustainable economic growth driven by innovation and productivity.

The division also oversees strategic efforts in the Human Resource (HR) sector, which plays a critical role in enabling human capital development in organisations and across industry sectors. The division seeks to strengthen the HR profession and the HR services cluster, as well as grow the HR ecosystem, in partnership with tripartite partners and HR industry leaders.

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.

Work Pass Division

The Work Pass Division (WPD) regulates the numbers and eligibility of foreigners to work in Singapore. To uphold the integrity of our work pass framework, the division puts in place controls, and works with other government agencies to detect and deter fraudulent work pass activities.

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 enhance operational effectiveness and enable nimbler and more flexible service and policy delivery.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2017	Estimated FY2018	Revised FY2018	Estimated FY2019	Change Over FY2018	
S-S	PRODUCTIVE WORKFORCE						
	TOTAL EXPENDITURE	\$317,511,938	\$282,657,600	\$373,769,100	\$551,381,900	\$177,612,800	47.5%
	Main Estimates						
	OPERATING EXPENDITURE	\$300,722,948	\$271,960,800	\$358,516,500	\$504,834,500	\$146,318,000	40.8%
	<i>RUNNING COSTS</i>	\$297,927,988	\$270,134,700	\$356,720,500	\$502,684,500	\$145,964,000	40.9%
	Expenditure on Manpower	\$49,638,625	\$46,765,000	\$51,173,500	\$51,645,500	\$472,000	0.9%
1500	Permanent Staff	49,638,625	46,765,000	51,173,500	51,645,500	472,000	0.9
	Other Operating Expenditure	\$68,122,925	\$68,716,700	\$67,253,000	\$82,510,000	\$15,257,000	22.7%
2100	Consumption of Products & Services	65,082,626	67,630,300	59,615,900	72,729,400	13,113,500	22.0
2300	Manpower Development	893,507	944,200	1,818,300	2,166,800	348,500	19.2
2400	International & Public Relations, Public Communications	1,742,911	62,400	5,575,300	7,288,800	1,713,500	30.7
2700	Asset Acquisition	388,749	79,800	243,500	325,000	81,500	33.5
2800	Miscellaneous	15,132	0	0	0	0	n.a.
	Grants, Subventions & Capital Injections to Organisations	\$180,166,438	\$154,653,000	\$238,294,000	\$368,529,000	\$130,235,000	54.7%
3100	Grants, Subventions & Capital Injections to Statutory Boards	180,166,438	154,653,000	238,294,000	368,529,000	130,235,000	54.7
	<i>TRANSFERS</i>	\$2,794,960	\$1,826,100	\$1,796,000	\$2,150,000	\$354,000	19.7%
3600	Transfers to Institutions & Organisations	2,794,960	1,826,100	1,796,000	2,150,000	354,000	19.7
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$16,788,990	\$10,696,800	\$15,252,600	\$46,547,400	\$31,294,800	205.2%
5100	Government Development	16,788,990	10,696,800	15,252,600	46,547,400	31,294,800	205.2

Manpower

Category	Actual FY2017	Estimated FY2018	Revised FY2018	Estimated FY2019
Permanent Staff	492	475	453	462
Temporary, Daily-Rated & Other Staff	53	90	105	107
Others	384	419	383	394
TOTAL	929	984	941	963

PROGRESSIVE WORKPLACES PROGRAMME

PROGRAMME DESCRIPTION

MOM seeks to build an inclusive workforce and progressive workplaces with harmonious labour relations, as well as 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, which include championing progressive workplace practices, fostering greater inclusivity in the workforce, uplifting and improving incomes and employment outcomes for older workers and lower-wage workers, ensuring safe and healthy workplaces, supporting self-employed persons and freelancers, and safeguarding 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.

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, unions, 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 and effective enforcement of employment laws.

The division works closely with the Tripartite Alliance for Dispute Management (TADM) to facilitate an expeditious dispute resolution between employees and employers and with the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) to foster the adoption of fair and progressive workplace practices and raise awareness of employers' and employees' rights and obligations under the law.

Industrial Arbitration Court

The Industrial Arbitration Court takes charge of certifying collective agreements, and settling industrial disputes through mediation and arbitration.

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 a combination of effective enforcement and deterrence efforts, based on a robust legislative framework. The division also engages and educates 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 creating a safe and healthy workplace environment in Singapore. This involves preventing work-related injuries and ill-health, and protecting employees from the financial impact of work accidents through work injury compensation. To achieve these outcomes, the division fosters a robust regulatory framework, and collaborates with the Workplace Safety and Health (WSH) Council, companies, unions, and other partners to create a strong safety culture, enhance WSH capabilities, and adopt best practices.

Joint Operations Division

The Joint Operations Division provides strategic direction for MOM-level enforcement, prepares MOM for emergency and crisis situations, and oversees the ground engagement activities of MOM departments.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2017	Estimated FY2018	Revised FY2018	Estimated FY2019	Change Over FY2018	
S-T	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	\$222,545,984	\$197,109,100	\$201,140,100	\$189,446,800	-\$11,693,300	-5.8%
	Main Estimates						
	OPERATING EXPENDITURE	\$212,304,537	\$191,222,800	\$198,207,400	\$184,752,600	-\$13,454,800	-6.8%
	<i>RUNNING COSTS</i>	\$128,078,018	\$131,099,300	\$120,844,200	\$120,069,400	-\$774,800	-0.6%
	Expenditure on Manpower	\$94,197,612	\$102,226,900	\$95,826,700	\$96,710,300	\$883,600	0.9%
1500	Permanent Staff	94,197,612	102,226,900	95,826,700	96,710,300	883,600	0.9
	Other Operating Expenditure	\$33,880,406	\$28,872,400	\$25,017,500	\$23,359,100	-\$1,658,400	-6.6%
2100	Consumption of Products & Services	20,437,672	17,793,300	22,175,100	20,589,700	-1,585,400	-7.1
2300	Manpower Development	1,658,147	2,180,000	675,500	613,100	-62,400	-9.2
2400	International & Public Relations, Public Communications	11,535,077	8,775,700	2,073,500	2,063,100	-10,400	-0.5
2700	Asset Acquisition	205,107	102,800	86,900	88,300	1,400	1.6
2800	Miscellaneous	44,403	20,600	6,500	4,900	-1,600	-24.6
	<i>TRANSFERS</i>	\$84,226,519	\$60,123,500	\$77,363,200	\$64,683,200	-\$12,680,000	-16.4%
3600	Transfers to Institutions & Organisations	84,226,519	60,123,500	77,363,200	64,683,200	-12,680,000	-16.4
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$10,241,447	\$5,886,300	\$2,932,700	\$4,694,200	\$1,761,500	60.1%
5100	Government Development	4,602,272	5,886,300	2,932,700	4,694,200	1,761,500	60.1
5200	Grants & Capital Injections to Organisations	5,639,175	0	0	0	0	n.a.

Manpower

Category	Actual FY2017	Estimated FY2018	Revised FY2018	Estimated FY2019
Other Statutory Appointments	1	1	1	1
Permanent Staff	919	907	890	865
Temporary, Daily-Rated & Other Staff	58	63	84	102
TOTAL	978	971	975	968