

FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME

PROGRAMME DESCRIPTION

MOM aims to empower Singaporeans to achieve a secure retirement through the Central Provident Fund (CPF) system, lifelong employability, and financial education and planning.

This programme comprises the following Division:

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 FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026	Change Over Revised FY2025	
		\$	\$	\$	\$	\$	%
S-Q	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	1,864,319,013	2,373,040,600	2,731,896,500	2,652,572,800	(79,323,700)	(2.9)
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	1,864,319,013	2,371,057,800	2,731,609,200	2,652,572,800	(79,036,400)	(2.9)
	<i>RUNNING COSTS</i>	<i>61,559,791</i>	<i>69,166,900</i>	<i>70,182,600</i>	<i>72,584,100</i>	<i>2,401,500</i>	<i>3.4</i>
	Expenditure on Manpower	6,208,883	5,718,900	6,686,300	6,839,900	153,600	2.3
1500	Permanent Staff	6,205,806	5,713,400	6,682,400	6,836,000	153,600	2.3
1600	Temporary, Daily-Rated and Other Staff	3,077	5,500	3,900	3,900	–	–
	Other Operating Expenditure	48,161,594	60,621,900	61,329,300	62,916,900	1,587,600	2.6
2100	Consumption of Products and Services	48,043,002	60,418,800	61,283,200	62,880,600	1,597,400	2.6
2300	Staff Development and Well-Being	–	–	–	12,700	12,700	n.a.
2300A	Manpower Development	25,367	36,800	12,300	–	(12,300)	(100.0)
2400	International and Public Relations, Communications	82,112	149,500	16,500	6,500	(10,000)	(60.6)
2700	Asset Acquisition	10,971	16,300	17,200	17,000	(200)	(1.2)
2800	Miscellaneous	141	500	100	100	–	–
	Grants, Transfers and Capital Injections	7,189,314	2,826,100	2,167,000	2,827,300	660,300	30.5
3100	Grants and Capital Injections to Statutory Boards	2,491,994	2,826,100	2,167,000	2,827,300	660,300	30.5
3400	Grants and Capital Injections to Others	4,697,320	–	–	–	–	n.a.
	<i>TRANSFERS</i>	<i>1,802,759,222</i>	<i>2,301,890,900</i>	<i>2,661,426,600</i>	<i>2,579,988,700</i>	<i>(81,437,900)</i>	<i>(3.1)</i>
3500	Social Transfers to Individuals	1,802,759,222	2,301,890,900	2,661,426,600	2,523,988,700	(137,437,900)	(5.2)
3600	Transfers to Institutions and Organisations	–	–	–	56,000,000	56,000,000	n.a.

Code	Object Class	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026	Change Over Revised FY2025	
		\$	\$	\$	\$	\$	%
	DEVELOPMENT ESTIMATES						
	DEVELOPMENT EXPENDITURE	-	1,982,800	287,300	-	(287,300)	(100.0)
5100	Government Development	-	1,982,800	287,300	-	(287,300)	(100.0)

Manpower

Category/Personnel	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026
Permanent Staff	30	30	39	40
Temporary, Daily-Rated & Other Staff	19	20	-	-
TOTAL	49	50	39	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 strategic planning, corporate communications, citizen engagement, customer responsiveness, legal services, financial, internal audit, information systems and technology, and human resource administration.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026	Change Over Revised FY2025	
		\$	\$	\$	\$	\$	%
S-R	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	271,169,450	251,554,800	283,254,000	286,869,700	3,615,700	1.3
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	230,104,356	218,017,200	255,043,300	257,261,400	2,218,100	0.9
	<i>RUNNING COSTS</i>	<i>223,656,098</i>	<i>213,565,600</i>	<i>248,679,600</i>	<i>252,397,800</i>	<i>3,718,200</i>	<i>1.5</i>
	Expenditure on Manpower	62,834,441	52,192,500	67,192,100	68,653,600	1,461,500	2.2
1200	Political Appointments	1,753,580	1,725,800	2,215,200	2,187,100	(28,100)	(1.3)
1500	Permanent Staff	60,981,558	50,332,100	64,837,500	66,327,100	1,489,600	2.3
1600	Temporary, Daily-Rated and Other Staff	99,304	134,600	139,400	139,400	–	–
	Other Operating Expenditure	149,442,693	141,326,500	157,731,300	152,324,900	(5,406,400)	(3.4)
2100	Consumption of Products and Services	136,866,220	129,139,800	145,986,600	128,618,100	(17,368,500)	(11.9)
2200	Maintenance	–	–	–	16,207,200	16,207,200	n.a.
2300	Staff Development and Well-Being	–	–	–	5,808,200	5,808,200	n.a.
2300A	Manpower Development	4,001,316	5,663,700	8,099,400	–	(8,099,400)	(100.0)
2400	International and Public Relations, Communications	5,221,944	4,330,400	2,320,300	71,900	(2,248,400)	(96.9)
2700	Asset Acquisition	3,314,865	2,117,600	1,309,800	1,611,600	301,800	23.0
2800	Miscellaneous	38,348	75,000	15,200	7,900	(7,300)	(48.0)
	Grants, Transfers and Capital Injections	11,378,963	20,046,600	23,756,200	31,419,300	7,663,100	32.3
3100	Grants and Capital Injections to Statutory Boards	11,378,963	13,499,100	23,717,200	31,419,300	7,702,100	32.5
3400	Grants and Capital Injections to Others	–	6,547,500	39,000	–	(39,000)	(100.0)
	<i>TRANSFERS</i>	<i>6,448,258</i>	<i>4,451,600</i>	<i>6,363,700</i>	<i>4,863,600</i>	<i>(1,500,100)</i>	<i>(23.6)</i>
3600	Transfers to Institutions and Organisations	3,500,000	1,588,000	3,500,000	2,000,000	(1,500,000)	(42.9)
3800	International Organisations and Overseas Development Assistance	2,948,258	2,863,600	2,863,700	2,863,600	(100)	0.0

Code	Object Class	Actual	Estimated	Revised	Estimated	Change Over Revised FY2025	
		FY2024	FY2025	FY2025	FY2026		
		\$	\$	\$	\$	\$	%
DEVELOPMENT ESTIMATES							
	DEVELOPMENT EXPENDITURE	41,065,094	33,537,600	28,210,700	29,608,300	1,397,600	5.0
5100	Government Development	18,079,556	23,654,800	7,868,000	29,608,300	21,740,300	276.3
5200	Grants and Capital Injections to Organisations	22,985,538	9,882,800	20,342,700	–	(20,342,700)	(100.0)

Manpower

Category/Personnel	Actual	Estimated	Revised	Estimated
	FY2024	FY2025	FY2025	FY2026
Political Appointments	4	4	4	4
Permanent Staff	314	318	373	421
Temporary, Daily-Rated & Other Staff	127	145	–	–
TOTAL	445	467	377	425

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 empower Singaporeans to achieve better jobs and higher incomes, and develop a globally competitive workforce to support a thriving economy. It supports industry transformation to increase productivity and create good jobs, and ensures that the foreign workforce complements our local workforce. It also oversees efforts in the Human Resource sector to strengthen human capital development in organisations and across industry sectors.

Work Pass Division – The division processes work passes to grant businesses access to foreign manpower to complement the local workforce and enable businesses to thrive. It works with other government agencies to anchor Singapore as a global talent hub whilst maintaining robust controls to detect and deter fraudulent work pass activities.

The Work Pass Integrated Systems Programme Office (WINS PO) provides our customers with reliable, adaptive and simple eServices to facilitate their work pass transactions and enables responsive policy delivery.

Economics Department – The department undertakes economic surveillance and forecasting, ex-ante analyses and ex-post evaluations of public policies, as well as economic research to support robust, data-driven and evidence-based policy formulation.

Manpower Research and Statistics Department – The department provides statistics and analysis on Singapore's workforce and the state of the labour market to facilitate informed decision-making within the Government and the community-at-large.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2024 \$	Estimated FY2025 \$	Revised FY2025 \$	Estimated FY2026 \$	Change Over Revised FY2025 \$	%
S-S	PRODUCTIVE WORKFORCE PROGRAMME						
	TOTAL EXPENDITURE	515,714,522	611,482,900	563,847,100	626,091,100	62,244,000	11.0
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	479,830,533	597,792,600	539,881,500	602,571,900	62,690,400	11.6
	<i>RUNNING COSTS</i>	<i>382,197,144</i>	<i>413,436,100</i>	<i>405,066,500</i>	<i>422,587,100</i>	<i>17,520,600</i>	<i>4.3</i>
	Expenditure on Manpower	74,440,051	63,215,900	80,321,400	82,022,200	1,700,800	2.1
1500	Permanent Staff	74,310,650	63,081,100	80,156,200	81,857,000	1,700,800	2.1
1600	Temporary, Daily-Rated and Other Staff	129,400	134,800	165,200	165,200	–	–

Code	Object Class	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026	Change Over Revised FY2025	
		\$	\$	\$	\$	\$	%
	Other Operating Expenditure	100,311,216	138,881,600	114,414,400	114,680,800	266,400	0.2
2100	Consumption of Products and Services	99,172,738	134,880,700	111,661,400	102,993,200	(8,668,200)	(7.8)
2200	Maintenance	—	—	—	9,976,600	9,976,600	n.a.
2300	Staff Development and Well-Being	—	—	—	549,900	549,900	n.a.
2300A	Manpower Development	507,447	649,400	394,300	—	(394,300)	(100.0)
2400	International and Public Relations, Communications	176,055	445,200	1,212,300	107,800	(1,104,500)	(91.1)
2700	Asset Acquisition	454,976	2,906,300	1,126,400	1,053,300	(73,100)	(6.5)
2800	Miscellaneous	—	—	20,000	—	(20,000)	(100.0)
	Grants, Transfers and Capital Injections	207,445,877	211,338,600	210,330,700	225,884,100	15,553,400	7.4
3100	Grants and Capital Injections to Statutory Boards	207,445,877	211,338,600	208,830,700	223,634,200	14,803,500	7.1
3400	Grants and Capital Injections to Others	—	—	1,500,000	2,249,900	749,900	50.0
	<i>TRANSFERS</i>	<i>97,633,389</i>	<i>184,356,500</i>	<i>134,815,000</i>	<i>179,984,800</i>	<i>45,169,800</i>	<i>33.5</i>
3500	Social Transfers to Individuals	19,464,300	120,998,000	52,274,200	84,103,200	31,829,000	60.9
3600	Transfers to Institutions and Organisations	78,169,089	63,358,500	82,540,800	95,881,600	13,340,800	16.2
	DEVELOPMENT ESTIMATES						
	DEVELOPMENT EXPENDITURE	35,883,988	13,690,300	23,965,600	23,519,200	(446,400)	(1.9)
5100	Government Development	25,495,222	12,552,800	15,913,600	20,764,200	4,850,600	30.5
5200	Grants and Capital Injections to Organisations	10,388,767	1,137,500	8,052,000	2,755,000	(5,297,000)	(65.8)

Manpower

Category/Personnel	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026
Permanent Staff	529	540	587	619
Temporary, Daily-Rated & Other Staff	175	174	—	—
TOTAL	704	714	587	619

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. It covers a wide spectrum of workplace issues, which include ensuring adequate employment protection, 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 safeguarding the well-being of migrant workers. 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.

It ensures that companies practice 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.

Occupational Safety and Health Division – The division is responsible for ensuring safe and healthy workplaces in Singapore. This involves preventing work-related injuries, ill-health and protecting employees from the financial impact of work-related accidents through work injury compensation. It 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.

Foreign Manpower Management Division – The division safeguards the integrity of the work pass framework and regulates the employment agency and migrant worker dormitory industries. This is achieved through the effective enforcement of laws and other regulations. It also prepares and coordinates MOM's responses to crises, threats and disruption as well as contribute to MOM's security commitment at WOG level.

Assurance, Care and Engagement Group – The group anticipates, prepares for and responds swiftly to contingencies involving migrant workers. In partnership with stakeholders, the group enables a resilient ecosystem that supports the well-being of migrant workforce, to protect employment rights, to provide access to basic healthcare, to improve housing and recreational environment, and to foster greater acceptance by the community.

This is achieved by providing access to basic medical care and mental health support for migrant workers, improving living standards across migrant worker accommodation and developing more attractive recreation options. Forward deployed officers also directly engage with migrant workers to ensure their needs are met and issues are resolved to prevent escalation. The group also works in partnership with stakeholders including employers, dormitory operators and Non-Governmental Organisations (NGOs), to co-create effective solutions, and enable a well-functioning and sustainable migrant worker ecosystem.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026	Change Over Revised FY2025	
		\$	\$	\$	\$	\$	%
S-T	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	434,732,007	467,945,200	493,784,100	534,155,900	40,371,800	8.2
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	393,417,126	397,939,100	404,755,900	408,593,300	3,837,400	0.9
	<i>RUNNING COSTS</i>	<i>389,225,375</i>	<i>392,727,500</i>	<i>401,127,000</i>	<i>405,479,400</i>	<i>4,352,400</i>	<i>1.1</i>
	Expenditure on Manpower	187,261,475	195,003,400	192,589,100	197,150,700	4,561,600	2.4
1500	Permanent Staff	187,158,818	194,859,800	192,455,900	197,017,500	4,561,600	2.4
1600	Temporary, Daily-Rated and Other Staff	102,657	143,600	133,200	133,200	–	–
	Other Operating Expenditure	86,332,118	76,217,400	81,982,600	80,747,600	(1,235,000)	(1.5)
2100	Consumption of Products and Services	81,116,219	71,891,400	74,614,700	74,792,800	178,100	0.2
2200	Maintenance	–	–	–	2,538,600	2,538,600	n.a.
2300	Staff Development and Well-Being	–	–	–	2,077,500	2,077,500	n.a.
2300A	Manpower Development	1,261,025	1,850,600	1,349,600	–	(1,349,600)	(100.0)
2400	International and Public Relations, Communications	2,364,686	1,417,200	4,663,900	35,400	(4,628,500)	(99.2)
2700	Asset Acquisition	1,572,771	1,048,900	1,340,700	1,291,400	(49,300)	(3.7)
2800	Miscellaneous	17,417	9,300	13,700	11,900	(1,800)	(13.1)
	Grants, Transfers and Capital Injections	115,631,782	121,506,700	126,555,300	127,581,100	1,025,800	0.8
3100	Grants and Capital Injections to Statutory Boards	123,100	–	240,900	511,800	270,900	112.5
3400	Grants and Capital Injections to Others	115,508,682	121,506,700	126,314,400	127,069,300	754,900	0.6
	<i>TRANSFERS</i>	<i>4,191,751</i>	<i>5,211,600</i>	<i>3,628,900</i>	<i>3,113,900</i>	<i>(515,000)</i>	<i>(14.2)</i>
3500	Social Transfers to Individuals	485,734	920,000	890,000	1,072,500	182,500	20.5
3600	Transfers to Institutions and Organisations	3,706,017	4,291,600	2,738,900	2,041,400	(697,500)	(25.5)

Code	Object Class	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026	Change Over Revised FY2025	
		\$	\$	\$	\$	\$	%
	DEVELOPMENT ESTIMATES						
	DEVELOPMENT EXPENDITURE	41,314,882	70,006,100	89,028,200	125,562,600	36,534,400	41.0
5100	Government Development	41,034,583	65,532,400	88,518,800	124,944,500	36,425,700	41.2
5200	Grants and Capital Injections to Organisations	280,298	4,473,700	509,400	618,100	108,700	21.3

Manpower

Category/Personnel	Actual FY2024	Estimated FY2025	Revised FY2025	Estimated FY2026
Other Statutory Appointments	1	1	1	1
Permanent Staff	1,301	1,304	1,321	1,414
Temporary, Daily-Rated & Other Staff	670	141	–	–
TOTAL	1,972	1,446	1,322	1,415