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 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 drive and coordinate Government's efforts to improve Singaporeans' financial well-being.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2016	Estimated FY2017	Revised FY2017	Estimated FY2018	Change Over FY2017	
S-Q	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	$1,154,099,907	$1,119,337,700	$1,124,070,300	$1,096,060,900	-$28,009,400	-2.5%
	Main Estimates						
	OPERATING EXPENDITURE	$1,154,099,907	$1,119,337,700	$1,124,070,300	$1,096,060,900	-$28,009,400	-2.5%
	RUNNING COSTS	*$31,555,102*	*$36,337,700*	*$38,070,300*	*$35,244,500*	*-$2,825,800*	*-7.4%*
	Expenditure on Manpower	$3,408,489	$3,426,700	$3,414,700	$3,439,000	$24,300	0.7%
1500	Permanent Staff	3,408,489	3,426,700	3,414,700	3,439,000	24,300	0.7
	Other Operating Expenditure	$28,146,613	$32,911,000	$34,655,600	$31,805,500	-$2,850,100	-8.2%
2100	Consumption of Products & Services	27,396,721	32,756,800	33,729,400	30,951,400	-2,778,000	-8.2
2300	Manpower Development	28,392	48,200	32,000	30,000	-2,000	-6.3
2400	International & Public Relations, Public Communications	721,501	69,600	894,200	824,100	-70,100	-7.8
2700	Asset Acquisition	0	36,400	0	0	0	n.a.
	TRANSFERS	*$1,122,544,804*	*$1,083,000,000*	*$1,086,000,000*	*$1,060,816,400*	*-$25,183,600*	*-2.3%*
3500	Social Transfers to Individuals	1,121,701,188	1,083,000,000	1,086,000,000	1,060,816,400	-25,183,600	-2.3
3600	Transfers to Institutions & Organisations	843,616	0	0	0	0	n.a.

Manpower

Category	Actual FY2016	Estimated FY2017	Revised FY2017	Estimated FY2018
Permanent Staff	21	22	21	23
Temporary, Daily-Rated & Other Staff	0	0	10	10
TOTAL	21	22	31	33

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 and technology, and human resource administration.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2016	Estimated FY2017	Revised FY2017	Estimated FY2018	Change Over FY2017	
S-R	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	$168,743,596	$139,786,800	$137,162,900	$132,230,500	-$4,932,400	-3.6%
	Main Estimates						
	OPERATING EXPENDITURE	$161,534,649	$136,419,700	$129,938,400	$124,629,800	-$5,308,600	-4.1%
	RUNNING COSTS	*$116,874,170*	*$129,305,700*	*$122,274,400*	*$117,654,900*	*-$4,619,500*	*-3.8%*
	Expenditure on Manpower	$30,639,110	$32,677,200	$31,660,700	$31,867,800	$207,100	0.7%
1200	Political Appointments	1,600,217	1,695,900	2,708,900	2,708,900	0	0.0
1500	Permanent Staff	29,038,892	30,981,300	28,951,800	29,158,900	207,100	0.7
	Other Operating Expenditure	$86,235,060	$96,628,500	$90,613,700	$85,787,100	-$4,826,600	-5.3%
2100	Consumption of Products & Services	76,818,349	85,915,000	81,608,000	77,890,600	-3,717,400	-4.6
2300	Manpower Development	2,966,762	2,254,100	3,104,600	3,510,400	405,800	13.1
2400	International & Public Relations, Public Communications	6,255,425	8,310,200	5,675,800	4,170,800	-1,505,000	-26.5
2700	Asset Acquisition	194,524	103,600	225,300	215,300	-10,000	-4.4
2800	Miscellaneous	0	45,600	0	0	0	n.a.
	TRANSFERS	*$44,660,479*	*$7,114,000*	*$7,664,000*	*$6,974,900*	*-$689,100*	*-9.0%*
3600	Transfers to Institutions & Organisations	42,292,274	5,214,000	5,214,000	5,074,900	-139,100	-2.7
3800	International Organisations & Overseas Development Assistance	2,368,205	1,900,000	2,450,000	1,900,000	-550,000	-22.4
	Development Estimates						
	DEVELOPMENT EXPENDITURE	$7,208,947	$3,367,100	$7,224,500	$7,600,700	$376,200	5.2%
5100	Government Development	5,674,161	3,367,100	5,879,500	7,555,600	1,676,100	28.5
5200	Grants & Capital Injections to Organisations	1,534,785	0	1,345,000	45,100	-1,299,900	-96.6

Manpower

Category	Actual FY2016	Estimated FY2017	Revised FY2017	Estimated FY2018
Political Appointments	3	3	3	3
Permanent Staff	260	262	256	258
Temporary, Daily-Rated & Other Staff	21	14	30	30
TOTAL	284	279	289	291

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 to develop a productive and resilient workforce that is adaptable 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 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 National Trades Union Congress-Employment and Employability Institute (NTUC-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 foreign workforce growth is sustainable, and that the foreign workforce complements our local workforce, whilst ensuring fair employment opportunities for Singaporeans.

The division also oversees strategic efforts in the 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 enable more nimble and flexible policy and service delivery and enhance operational effectiveness.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2016	Estimated FY2017	Revised FY2017	Estimated FY2018	Change Over FY2017	
S-S	PRODUCTIVE WORKFORCE PROGRAMME						
	TOTAL EXPENDITURE	$305,388,199	$282,625,900	$313,991,400	$282,657,600	-$31,333,800	-10.0%
	Main Estimates						
	OPERATING EXPENDITURE	$298,196,767	$268,342,100	$297,117,000	$271,960,800	-$25,156,200	-8.5%
	RUNNING COSTS	*$297,961,304*	*$268,159,600*	*$294,318,500*	*$270,134,700*	*-$24,183,800*	*-8.2%*
	Expenditure on Manpower	$47,846,431	$50,692,300	$46,433,000	$46,765,000	$332,000	0.7%
1500	Permanent Staff	47,846,338	50,560,900	46,433,000	46,765,000	332,000	0.7
1600	Temporary, Daily-Rated & Other Staff	94	131,400	0	0	0	n.a.
	Other Operating Expenditure	$66,692,911	$69,034,000	$67,682,300	$68,716,700	$1,034,400	1.5%
2100	Consumption of Products & Services	65,022,846	66,668,100	66,609,400	67,630,300	1,020,900	1.5
2300	Manpower Development	846,705	1,482,700	930,000	944,200	14,200	1.5
2400	International & Public Relations, Public Communications	737,018	685,300	61,500	62,400	900	1.5
2700	Asset Acquisition	71,767	180,700	81,400	79,800	-1,600	-2.0
2800	Miscellaneous	14,574	17,200	0	0	0	n.a.
	Grants, Subventions & Capital Injections to Organisations	$183,421,962	$148,433,300	$180,203,200	$154,653,000	-$25,550,200	-14.2%
3100	Grants, Subventions & Capital Injections to Statutory Boards	183,421,962	148,433,300	180,203,200	154,653,000	-25,550,200	-14.2
	TRANSFERS	*$235,462*	*$182,500*	*$2,798,500*	*$1,826,100*	*-$972,400*	*-34.7%*
3600	Transfers to Institutions & Organisations	235,462	182,500	2,798,500	1,826,100	-972,400	-34.7
	Development Estimates						
	DEVELOPMENT EXPENDITURE	$7,191,432	$14,283,800	$16,874,400	$10,696,800	-$6,177,600	-36.6%
5100	Government Development	7,191,432	14,283,800	16,874,400	10,696,800	-6,177,600	-36.6

Manpower

Category	Actual FY2016	Estimated FY2017	Revised FY2017	Estimated FY2018
Permanent Staff	510	499	472	475
Temporary, Daily-Rated & Other Staff	68	64	53	90
Others	801	378	402	419
TOTAL	1,379	941	927	984

PROGRESSIVE WORKPLACES PROGRAMME

PROGRAMME DESCRIPTION

MOM seeks to build great workplaces with harmonious labour relations, as well as progressive, inclusive, 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, fostering more inclusive workplaces, 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.

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 and effective enforcement of employment laws.

The division works closely with the Tripartite Alliance for Dispute Management (TADM) to facilitate an expeditious dispute resolution for 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 the hearing of industrial disputes, certifying and enforcing collective agreements, and settling industrial disputes through mediation.

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. This is done by establishing a strong safety culture through sound policies, evidence-based research and information through the WSH Institute 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 reduce workplace 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.

The division works closely with other government agencies, the industry, unions, and professional associations through the Workplace Safety and Health Council 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. The Council operates through a set-up of committees, taskforces, and workgroups which help to identify and address specific WSH challenges in sectors and priority areas.

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 FY2016	Estimated FY2017	Revised FY2017	Estimated FY2018	Change Over FY2017	
S-T	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	$180,587,306	$185,870,200	$232,650,000	$197,109,100	-$35,540,900	-15.3%
	Main Estimates						
	OPERATING EXPENDITURE	$174,470,549	$182,621,300	$222,289,800	$191,222,800	-$31,067,000	-14.0%
	RUNNING COSTS	*$135,080,497*	*$131,522,300*	*$133,484,200*	*$131,099,300*	*-$2,384,900*	*-1.8%*
	Expenditure on Manpower	$99,674,891	$95,201,100	$101,501,000	$102,226,900	$725,900	0.7%
1500	Permanent Staff	99,674,891	95,201,100	101,501,000	102,226,900	725,900	0.7
	Other Operating Expenditure	$35,405,606	$36,321,200	$31,983,200	$28,872,400	-$3,110,800	-9.7%
2100	Consumption of Products & Services	21,397,889	25,849,000	18,252,300	17,793,300	-459,000	-2.5
2300	Manpower Development	2,283,417	1,924,600	2,188,700	2,180,000	-8,700	-0.4
2400	International & Public Relations, Public Communications	11,565,909	8,289,900	11,405,500	8,775,700	-2,629,800	-23.1
2700	Asset Acquisition	130,822	211,700	113,900	102,800	-11,100	-9.7
2800	Miscellaneous	27,569	46,000	22,800	20,600	-2,200	-9.6
	TRANSFERS	*$39,390,052*	*$51,099,000*	*$88,805,600*	*$60,123,500*	*-$28,682,100*	*-32.3%*
3600	Transfers to Institutions & Organisations	39,390,052	51,099,000	88,805,600	60,123,500	-28,682,100	-32.3
	Development Estimates						
	DEVELOPMENT EXPENDITURE	$6,116,757	$3,248,900	$10,360,200	$5,886,300	-$4,473,900	-43.2%
5100	Government Development	5,884,710	3,248,900	4,592,500	5,886,300	1,293,800	28.2
5200	Grants & Capital Injections to Organisations	232,047	0	5,767,700	0	-5,767,700	-100.0

Manpower

Category	Actual FY2016	Estimated FY2017	Revised FY2017	Estimated FY2018
Other Statutory Appointments	1	1	1	1
Permanent Staff	946	933	904	907
Temporary, Daily-Rated & Other Staff	59	59	63	63
TOTAL	1,006	993	968	971