

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 FY2019	Estimated FY2020	Revised FY2020	Estimated FY2021	Change Over FY2020	
S-Q	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	\$1,030,865,507	\$1,449,527,100	\$2,403,592,500	\$1,560,215,900	-\$843,376,600	-35.1%
	Main Estimates						
	OPERATING EXPENDITURE	\$1,028,911,684	\$1,449,527,100	\$2,400,275,000	\$1,555,980,600	-\$844,294,400	-35.2%
	<i>RUNNING COSTS</i>	\$41,651,592	\$45,803,100	\$81,738,400	\$49,297,800	-\$32,440,600	-39.7%
	Expenditure on Manpower	\$4,854,658	\$4,949,700	\$5,038,000	\$5,276,000	\$238,000	4.7%
1500	Permanent Staff	4,854,658	4,949,700	5,038,000	5,276,000	238,000	4.7
	Other Operating Expenditure	\$33,553,817	\$40,853,400	\$40,894,200	\$38,329,600	-\$2,564,600	-6.3%
2100	Consumption of Products & Services	30,689,260	40,280,200	40,705,300	38,152,900	-2,552,400	-6.3
2300	Manpower Development	55,392	61,900	50,000	44,600	-5,400	-10.8
2400	International & Public Relations, Public Communications	2,802,577	503,500	138,900	132,100	-6,800	-4.9
2700	Asset Acquisition	6,589	7,800	0	0	0	n.a.
	Grants, Subventions & Capital Injections to Organisations	\$3,243,117	\$0	\$35,806,200	\$5,692,200	-\$30,114,000	-84.1%
3100	Grants, Subventions & Capital Injections to Statutory Boards	1,450,345	0	5,306,200	4,692,200	-614,000	-11.6
3400	Grants, Subventions & Capital Injections to Other Organisations	1,792,772	0	30,500,000	1,000,000	-29,500,000	-96.7
	<i>TRANSFERS</i>	\$987,260,092	\$1,403,724,000	\$2,318,536,600	\$1,506,682,800	-\$811,853,800	-35.0%
3500	Social Transfers to Individuals	986,975,487	1,403,724,000	2,318,536,600	1,506,682,800	-811,853,800	-35.0
3600	Transfers to Institutions & Organisations	284,605	0	0	0	0	n.a.
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$1,953,824	\$0	\$3,317,500	\$4,235,300	\$917,800	27.7%
5100	Government Development	580,307	0	292,600	388,400	95,800	32.7
5200	Grants & Capital Injections to Organisations	1,373,516	0	3,024,900	3,846,900	822,000	27.2

Manpower

Category	Actual FY2019	Estimated FY2020	Revised FY2020	Estimated FY2021
Permanent Staff	21	22	21	22
Temporary, Daily-Rated & Other Staff	19	22	21	21
TOTAL	40	44	42	43

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, 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 FY2019	Estimated FY2020	Revised FY2020	Estimated FY2021	Change Over FY2020	
S-R	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	\$166,059,734	\$274,531,300	\$687,559,400	\$208,276,300	-\$479,283,100	-69.7%
	Main Estimates						
	OPERATING EXPENDITURE	\$144,496,181	\$249,626,600	\$646,352,600	\$172,176,700	-\$474,175,900	-73.4%
	<i>RUNNING COSTS</i>	<i>\$136,585,588</i>	<i>\$130,484,100</i>	<i>\$548,623,500</i>	<i>\$161,177,000</i>	<i>-\$387,446,500</i>	<i>-70.6%</i>
	Expenditure on Manpower	\$33,946,863	\$34,362,000	\$34,522,600	\$36,168,100	\$1,645,500	4.8%
1200	Political Appointments	1,781,070	1,828,300	1,142,300	1,210,200	67,900	5.9
1500	Permanent Staff	32,165,793	32,533,700	33,380,300	34,957,900	1,577,600	4.7
	Other Operating Expenditure	\$99,317,974	\$91,619,200	\$508,609,700	\$118,508,800	-\$390,100,900	-76.7%
2100	Consumption of Products & Services	95,384,813	86,186,400	504,943,000	114,093,900	-390,849,100	-77.4
2300	Manpower Development	2,856,795	3,309,400	1,974,900	2,138,200	163,300	8.3
2400	International & Public Relations, Public Communications	566,260	1,657,500	1,040,600	1,716,300	675,700	64.9
2700	Asset Acquisition	508,433	465,900	648,200	555,800	-92,400	-14.3
2800	Miscellaneous	1,673	0	3,000	4,600	1,600	53.3
	Grants, Subventions & Capital Injections to Organisations	\$3,320,751	\$4,502,900	\$5,491,200	\$6,500,100	\$1,008,900	18.4%
3100	Grants, Subventions & Capital Injections to Statutory Boards	3,320,751	4,502,900	5,491,200	6,500,100	1,008,900	18.4
	<i>TRANSFERS</i>	<i>\$7,910,594</i>	<i>\$119,142,500</i>	<i>\$97,729,100</i>	<i>\$10,999,700</i>	<i>-\$86,729,400</i>	<i>-88.7%</i>
3500	Social Transfers to Individuals	39,200	0	10,900,000	0	-10,900,000	-100.0
3600	Transfers to Institutions & Organisations	5,223,928	116,925,800	83,914,800	9,099,700	-74,815,100	-89.2
3800	International Organisations & Overseas Development Assistance	2,647,466	2,216,700	2,914,300	1,900,000	-1,014,300	-34.8
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$21,563,553	\$24,904,700	\$41,206,800	\$36,099,600	-\$5,107,200	-12.4%
5100	Government Development	14,154,538	3,908,600	28,378,100	22,440,000	-5,938,100	-20.9
5200	Grants & Capital Injections to Organisations	7,409,015	20,996,100	12,828,700	13,659,600	830,900	6.5

Manpower

Category	Actual FY2019	Estimated FY2020	Revised FY2020	Estimated FY2021
Political Appointments	3	3	4	4
Permanent Staff	257	259	257	273
Temporary, Daily-Rated & Other Staff	32	37	314	330
TOTAL	292	299	575	607

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 local workforce that is agile and responsive to market demand, as well as ensure that our foreign workforce complements our local workforce. It supports industry transformation to become more manpower-lean and create good jobs, whilst strengthening the Singaporean core. It also oversees strategic efforts in the Human Resource sector in enabling human capital development in organisations and across industry sectors.

The division's policies and strategies are supported by the collection and robust analysis of labour market data.

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. The office adopts Agile development methodology and practices anchored on rapid prototyping and iterative builds to enhance customer experience, operational effectiveness, and nimble policy delivery.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2019	Estimated FY2020	Revised FY2020	Estimated FY2021	Change Over FY2020	
S-S	PRODUCTIVE WORKFORCE						
	TOTAL EXPENDITURE	\$568,264,342	\$537,808,700	\$3,236,185,800	\$5,124,636,700	\$1,888,450,900	58.4%
	Main Estimates						
	OPERATING EXPENDITURE	\$533,065,975	\$523,000,000	\$3,197,731,800	\$5,092,084,100	\$1,894,352,300	59.2%
	<i>RUNNING COSTS</i>	<i>\$531,401,299</i>	<i>\$316,444,300</i>	<i>\$360,803,900</i>	<i>\$349,597,700</i>	<i>-\$11,206,200</i>	<i>-3.1%</i>
	Expenditure on Manpower	\$50,945,275	\$52,700,300	\$52,868,500	\$55,367,200	\$2,498,700	4.7%
1500	Permanent Staff	50,945,275	52,700,300	52,868,500	55,367,200	2,498,700	4.7
	Other Operating Expenditure	\$66,312,568	\$74,587,000	\$80,427,000	\$99,598,500	\$19,171,500	23.8%
2100	Consumption of Products & Services	64,146,387	72,496,600	78,566,500	97,548,400	18,981,900	24.2
2300	Manpower Development	951,267	881,600	312,500	323,300	10,800	3.5
2400	International & Public Relations, Public Communications	168,403	649,700	1,300	2,100	800	61.5
2700	Asset Acquisition	998,053	484,500	1,545,600	1,723,000	177,400	11.5
2800	Miscellaneous	48,458	74,600	1,100	1,700	600	54.5
	Grants, Subventions & Capital Injections to Organisations	\$414,143,456	\$189,157,000	\$227,508,400	\$194,632,000	-\$32,876,400	-14.5%
3100	Grants, Subventions & Capital Injections to Statutory Boards	414,143,456	189,157,000	217,627,800	192,057,400	-25,570,400	-11.7

Code	Object Class	Actual FY2019	Estimated FY2020	Revised FY2020	Estimated FY2021	Change Over FY2020	
3400	Grants, Subventions & Capital Injections to Other Organisations	0	0	9,880,600	2,574,600	-7,306,000	-73.9
	<i>TRANSFERS</i>	<i>\$1,664,676</i>	<i>\$206,555,700</i>	<i>\$2,836,927,900</i>	<i>\$4,742,486,400</i>	<i>\$1,905,558,500</i>	<i>67.2%</i>
3500	Social Transfers to Individuals	0	80,000,000	280,626,500	211,841,000	-68,785,500	-24.5
3600	Transfers to Institutions & Organisations	1,664,676	126,555,700	2,556,301,400	4,530,645,400	1,974,344,000	77.2
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$35,198,367	\$14,808,700	\$38,454,000	\$32,552,600	-\$5,901,400	-15.3%
5100	Government Development	26,974,367	14,808,700	27,136,000	29,196,600	2,060,600	7.6
5200	Grants & Capital Injections to Organisations	8,224,000	0	11,318,000	3,356,000	-7,962,000	-70.3

Manpower

Category	Actual FY2019	Estimated FY2020	Revised FY2020	Estimated FY2021
Permanent Staff	441	451	454	455
Temporary, Daily-Rated & Other Staff	40	37	84	84
Others	383	427	519	547
TOTAL	864	915	1,057	1,086

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 low wage workers, ensuring safe and healthy workplaces, supporting self-employed persons, and safeguarding the well-being of foreign 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 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.

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 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 engagement, enforcement and deterrence efforts. It also educates foreign workers and their employers so that they are aware of their obligations, responsibilities and rights.

Assurance, Care and Engagement (ACE) Group

The ACE Group supports the well-being of migrant workers and promotes safe living practices in dormitories. This is achieved by strengthening engagement, healthcare and mental health support of migrant workers, forward deployment of officers to dormitories and effective response in a public health situation. It works in partnership with stakeholders including employers, dormitory operators and NGOs, to co-create effective solutions, and engender a strong support network for workers.

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 FY2019	Estimated FY2020	Revised FY2020	Estimated FY2021	Change Over FY2020	
S-T	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	\$222,911,847	\$221,988,800	\$433,296,000	\$283,870,000	-\$149,426,000	-34.5%
	Main Estimates						
	OPERATING EXPENDITURE	\$214,893,291	\$210,911,000	\$428,251,200	\$254,806,500	-\$173,444,700	-40.5%
	<i>RUNNING COSTS</i>	<i>\$114,718,057</i>	<i>\$116,451,400</i>	<i>\$380,817,400</i>	<i>\$229,863,300</i>	<i>-\$150,954,100</i>	<i>-39.6%</i>
	Expenditure on Manpower	\$90,816,917	\$94,662,900	\$120,081,500	\$136,673,300	\$16,591,800	13.8%
1500	Permanent Staff	90,816,917	94,662,900	120,081,500	136,673,300	16,591,800	13.8
	Other Operating Expenditure	\$23,901,140	\$21,788,500	\$210,264,400	\$33,748,900	-\$176,515,500	-83.9%
2100	Consumption of Products & Services	19,636,725	17,210,200	208,839,300	32,019,600	-176,819,700	-84.7
2300	Manpower Development	1,131,949	1,154,100	691,200	637,600	-53,600	-7.8
2400	International & Public Relations, Public Communications	2,732,281	3,295,400	600,300	945,000	344,700	57.4
2700	Asset Acquisition	172,273	114,200	130,900	143,900	13,000	9.9
2800	Miscellaneous	227,912	14,600	2,700	2,800	100	3.7
	Grants, Subventions & Capital Injections to Organisations	\$0	\$0	\$50,471,500	\$59,441,100	\$8,969,600	17.8%
3400	Grants, Subventions & Capital Injections to Other Organisations	0	0	50,471,500	59,441,100	8,969,600	17.8
	<i>TRANSFERS</i>	<i>\$100,175,235</i>	<i>\$94,459,600</i>	<i>\$47,433,800</i>	<i>\$24,943,200</i>	<i>-\$22,490,600</i>	<i>-47.4%</i>
3500	Social Transfers to Individuals	0	0	1,077,800	896,400	-181,400	-16.8
3600	Transfers to Institutions & Organisations	100,175,235	94,459,600	46,356,000	24,046,800	-22,309,200	-48.1
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$8,018,556	\$11,077,800	\$5,044,800	\$29,063,500	\$24,018,700	476.1%
5100	Government Development	1,707,323	11,077,800	4,886,900	29,045,400	24,158,500	494.4
5200	Grants & Capital Injections to Organisations	6,311,233	0	157,900	18,100	-139,800	-88.5

Manpower

Category	Actual FY2019	Estimated FY2020	Revised FY2020	Estimated FY2021
Other Statutory Appointments	1	1	1	1
Permanent Staff	892	904	949	950
Temporary, Daily-Rated & Other Staff	97	97	1,889	1,889
TOTAL	990	1,002	2,839	2,840