

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 FY2020	Estimated FY2021	Revised FY2021	Estimated FY2022	Change Over FY2021	
S-Q	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	\$2,293,844,889	\$1,560,215,900	\$1,621,455,700	\$1,667,667,900	\$46,212,200	2.9%
	Main Estimates	\$2,291,082,461	\$1,555,980,600	\$1,615,866,600	\$1,667,516,000	\$51,649,400	3.2%
	OPERATING EXPENDITURE	\$2,291,082,461	\$1,555,980,600	\$1,615,866,600	\$1,667,516,000	\$51,649,400	3.2%
	<i>RUNNING COSTS</i>	<i>\$67,358,200</i>	<i>\$49,297,800</i>	<i>\$54,718,200</i>	<i>\$50,466,000</i>	<i>-\$4,252,200</i>	<i>-7.8%</i>
	Expenditure on Manpower	\$4,596,713	\$5,276,000	\$5,490,900	\$5,827,100	\$336,200	6.1%
1500	Permanent Staff	4,596,713	5,276,000	5,490,900	5,827,100	336,200	6.1
	Other Operating Expenditure	\$36,469,860	\$38,329,600	\$44,123,000	\$39,639,900	-\$4,483,100	-10.2%
2100	Consumption of Products & Services	35,718,089	38,152,900	42,199,400	37,919,400	-4,280,000	-10.1
2300	Manpower Development	29,279	44,600	21,700	19,500	-2,200	-10.1
2400	International & Public Relations, Public Communications	716,207	132,100	1,855,900	1,659,600	-196,300	-10.6
2700	Asset Acquisition	6,286	0	46,000	41,400	-4,600	-10.0
	Grants, Subventions & Capital Injections to Organisations	\$26,291,627	\$5,692,200	\$5,104,300	\$4,999,000	-\$105,300	-2.1%
3100	Grants, Subventions & Capital Injections to Statutory Boards	1,861,328	4,692,200	4,952,300	4,849,000	-103,300	-2.1
3400	Grants, Subventions & Capital Injections to Other Organisations	24,430,299	1,000,000	152,000	150,000	-2,000	-1.3
	<i>TRANSFERS</i>	<i>\$2,223,724,261</i>	<i>\$1,506,682,800</i>	<i>\$1,561,148,400</i>	<i>\$1,617,050,000</i>	<i>\$55,901,600</i>	<i>3.6%</i>
3500	Social Transfers to Individuals	2,223,724,261	1,506,682,800	1,561,148,400	1,617,050,000	55,901,600	3.6
	Development Estimates	\$2,762,428	\$4,235,300	\$5,589,100	\$151,900	-\$5,437,200	-97.3%
	DEVELOPMENT EXPENDITURE	\$2,762,428	\$4,235,300	\$5,589,100	\$151,900	-\$5,437,200	-97.3%
5100	Government Development	190,813	388,400	406,800	96,200	-310,600	-76.4
5200	Grants & Capital Injections to Organisations	2,571,615	3,846,900	5,182,300	55,700	-5,126,600	-98.9

Manpower

Category	Actual FY2020	Estimated FY2021	Revised FY2021	Estimated FY2022
Permanent Staff	21	22	22	23
Temporary, Daily-Rated & Other Staff	21	21	25	29
TOTAL	42	43	47	52

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 FY2020	Estimated FY2021	Revised FY2021	Estimated FY2022	Change Over FY2021	
S-R	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	\$652,236,413	\$208,276,300	\$252,951,700	\$222,260,000	-\$30,691,700	-12.1%
	Main Estimates	\$615,767,391	\$172,176,700	\$212,706,600	\$190,931,800	-\$21,774,800	-10.2%
	OPERATING EXPENDITURE	\$615,767,391	\$172,176,700	\$212,706,600	\$190,931,800	-\$21,774,800	-10.2%
	<i>RUNNING COSTS</i>	\$539,704,093	\$161,177,000	\$189,491,100	\$183,424,300	-\$6,066,800	-3.2%
	Expenditure on Manpower	\$33,734,398	\$36,168,100	\$40,429,200	\$42,771,400	\$2,342,200	5.8%
1200	Political Appointments	1,265,518	1,210,200	1,585,200	1,552,600	-32,600	-2.1
1500	Permanent Staff	32,468,880	34,957,900	38,784,400	41,159,200	2,374,800	6.1
1600	Temporary, Daily-Rated & Other Staff	0	0	59,600	59,600	0	0.0
	Other Operating Expenditure	\$498,147,888	\$118,508,800	\$141,997,400	\$132,000,900	-\$9,996,500	-7.0%
2100	Consumption of Products & Services	493,954,595	114,093,900	130,088,500	121,372,000	-8,716,500	-6.7
2300	Manpower Development	1,943,187	2,138,200	2,495,300	2,656,600	161,300	6.5
2400	International & Public Relations, Public Communications	952,160	1,716,300	5,079,900	3,838,500	-1,241,400	-24.4
2700	Asset Acquisition	1,295,749	555,800	4,328,000	4,123,500	-204,500	-4.7
2800	Miscellaneous	2,196	4,600	5,700	10,300	4,600	80.7
	Grants, Subventions & Capital Injections to Organisations	\$7,821,807	\$6,500,100	\$7,064,500	\$8,652,000	\$1,587,500	22.5%
3100	Grants, Subventions & Capital Injections to Statutory Boards	6,731,952	6,500,100	7,064,500	8,652,000	1,587,500	22.5
3400	Grants, Subventions & Capital Injections to Other Organisations	1,089,855	0	0	0	0	n.a.
	<i>TRANSFERS</i>	\$76,063,298	\$10,999,700	\$23,215,500	\$7,507,500	-\$15,708,000	-67.7%
3500	Social Transfers to Individuals	12,598,555	0	398,400	0	-398,400	-100.0
3600	Transfers to Institutions & Organisations	60,641,936	9,099,700	20,015,600	5,025,700	-14,989,900	-74.9
3800	International Organisations & Overseas Development Assistance	2,822,808	1,900,000	2,801,500	2,481,800	-319,700	-11.4
	Development Estimates	\$36,469,022	\$36,099,600	\$40,245,100	\$31,328,200	-\$8,916,900	-22.2%
	DEVELOPMENT EXPENDITURE	\$36,469,022	\$36,099,600	\$40,245,100	\$31,328,200	-\$8,916,900	-22.2%
5100	Government Development	23,836,394	22,440,000	25,334,600	22,165,500	-3,169,100	-12.5
5200	Grants & Capital Injections to Organisations	12,632,628	13,659,600	14,910,500	9,162,700	-5,747,800	-38.5

Manpower

Category	Actual FY2020	Estimated FY2021	Revised FY2021	Estimated FY2022
Political Appointments	3	4	4	4
Permanent Staff	256	273	274	277
Temporary, Daily-Rated & Other Staff	47	330	218	221
TOTAL	306	607	496	502

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 ensures 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 FY2020	Estimated FY2021	Revised FY2021	Estimated FY2022	Change Over FY2021	
S-S	PRODUCTIVE WORKFORCE PROGRAMME						
	TOTAL EXPENDITURE	\$3,168,442,526	\$5,124,636,700	\$4,296,103,300	\$5,928,225,500	\$1,632,122,200	38.0%
	Main Estimates	\$3,130,963,541	\$5,092,084,100	\$4,262,093,700	\$5,893,349,800	\$1,631,256,100	38.3%
	OPERATING EXPENDITURE	\$3,130,963,541	\$5,092,084,100	\$4,262,093,700	\$5,893,349,800	\$1,631,256,100	38.3%
	<i>RUNNING COSTS</i>	<i>\$338,103,318</i>	<i>\$349,597,700</i>	<i>\$363,977,200</i>	<i>\$385,383,800</i>	<i>\$21,406,600</i>	<i>5.9%</i>
	Expenditure on Manpower	\$50,402,033	\$55,367,200	\$60,262,600	\$63,949,000	\$3,686,400	6.1%
1500	Permanent Staff	50,402,033	55,367,200	60,206,000	63,892,400	3,686,400	6.1
1600	Temporary, Daily-Rated & Other Staff	0	0	56,600	56,600	0	0.0
	Other Operating Expenditure	\$78,136,875	\$99,598,500	\$91,898,500	\$97,180,800	\$5,282,300	5.7%
2100	Consumption of Products & Services	76,234,962	97,548,400	84,793,500	89,306,900	4,513,400	5.3
2300	Manpower Development	348,174	323,300	576,200	674,700	98,500	17.1
2400	International & Public Relations, Public Communications	935	2,100	7,100	6,600	-500	-7.0
2700	Asset Acquisition	1,552,145	1,723,000	6,521,200	7,192,000	670,800	10.3
2800	Miscellaneous	659	1,700	500	600	100	20.0

Code	Object Class	Actual FY2020	Estimated FY2021	Revised FY2021	Estimated FY2022	Change Over FY2021	
	Grants, Subventions & Capital Injections to Organisations	\$209,564,410	\$194,632,000	\$211,816,100	\$224,254,000	\$12,437,900	5.9%
3100	Grants, Subventions & Capital Injections to Statutory Boards	201,761,751	192,057,400	210,316,100	222,754,000	12,437,900	5.9
3400	Grants, Subventions & Capital Injections to Other Organisations	7,802,659	2,574,600	1,500,000	1,500,000	0	0.0
	<i>TRANSFERS</i>	<i>\$2,792,860,222</i>	<i>\$4,742,486,400</i>	<i>\$3,898,116,500</i>	<i>\$5,507,966,000</i>	<i>\$1,609,849,500</i>	<i>41.3%</i>
3500	Social Transfers to Individuals	198,052,659	211,841,000	241,064,200	172,998,000	-68,066,200	-28.2
3600	Transfers to Institutions & Organisations	2,594,807,563	4,530,645,400	3,657,052,300	5,334,968,000	1,677,915,700	45.9
	Development Estimates	\$37,478,986	\$32,552,600	\$34,009,600	\$34,875,700	\$866,100	2.5%
	DEVELOPMENT EXPENDITURE	\$37,478,986	\$32,552,600	\$34,009,600	\$34,875,700	\$866,100	2.5%
5100	Government Development	26,160,986	29,196,600	26,960,600	34,875,700	7,915,100	29.4
5200	Grants & Capital Injections to Organisations	11,318,000	3,356,000	7,049,000	0	-7,049,000	-100.0

Manpower

Category	Actual FY2020	Estimated FY2021	Revised FY2021	Estimated FY2022
Permanent Staff	454	455	481	490
Temporary, Daily-Rated & Other Staff	40	84	190	199
Others	427	547	580	564
TOTAL	921	1,086	1,251	1,253

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 safeguards the integrity of the work pass framework and regulates the employment agencies and dormitories. This is achieved through the effective enforcement of laws. It also educates and engages stakeholders so that they are aware of their obligations, responsibilities and rights.

Assurance, Care and Engagement (ACE) Group

The ACE Group safeguards the well-being of migrant workers by enhancing the healthcare, housing and social aspects of the migrant worker landscape. This is achieved by strengthening engagement, healthcare and mental health support of migrant workers, forward deployment of officers for proactive surveillance, effective response in a public health situation, and developing more attractive recreation options. It works in partnership with stakeholders including employers, dormitory operators and Non-Government Organisations (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 FY2020	Estimated FY2021	Revised FY2021	Estimated FY2022	Change Over FY2021	
S-T	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	\$424,549,567	\$283,870,000	\$495,288,100	\$913,507,200	\$418,219,100	84.4%
	Main Estimates	\$419,613,244	\$254,806,500	\$484,011,100	\$889,849,100	\$405,838,000	83.8%
	OPERATING EXPENDITURE	\$419,613,244	\$254,806,500	\$484,011,100	\$889,849,100	\$405,838,000	83.8%
	<i>RUNNING COSTS</i>	\$383,718,667	\$229,863,300	\$471,581,300	\$872,968,100	\$401,386,800	85.1%
	Expenditure on Manpower	\$132,653,799	\$136,673,300	\$218,875,200	\$229,393,800	\$10,518,600	4.8%
1500	Permanent Staff	132,653,799	136,673,300	218,861,800	229,380,400	10,518,600	4.8
1600	Temporary, Daily-Rated & Other Staff	0	0	13,400	13,400	0	0.0
	Other Operating Expenditure	\$185,196,169	\$33,748,900	\$179,668,100	\$565,914,900	\$386,246,800	215.0%
2100	Consumption of Products & Services	183,533,946	32,019,600	176,583,000	561,197,700	384,614,700	217.8
2300	Manpower Development	645,312	637,600	1,228,200	1,464,000	235,800	19.2
2400	International & Public Relations, Public Communications	677,495	945,000	812,500	767,000	-45,500	-5.6
2700	Asset Acquisition	319,075	143,900	1,037,100	2,477,000	1,439,900	138.8
2800	Miscellaneous	20,341	2,800	7,300	9,200	1,900	26.0
	Grants, Subventions & Capital Injections to Organisations	\$65,868,698	\$59,441,100	\$73,038,000	\$77,659,400	\$4,621,400	6.3%
3400	Grants, Subventions & Capital Injections to Other Organisations	65,868,698	59,441,100	73,038,000	77,659,400	4,621,400	6.3
	<i>TRANSFERS</i>	\$35,894,577	\$24,943,200	\$12,429,800	\$16,881,000	\$4,451,200	35.8%
3500	Social Transfers to Individuals	757,400	896,400	716,800	1,396,400	679,600	94.8
3600	Transfers to Institutions & Organisations	35,137,177	24,046,800	11,713,000	15,484,600	3,771,600	32.2
	Development Estimates	\$4,936,323	\$29,063,500	\$11,277,000	\$23,658,100	\$12,381,100	109.8%
	DEVELOPMENT EXPENDITURE	\$4,936,323	\$29,063,500	\$11,277,000	\$23,658,100	\$12,381,100	109.8%
5100	Government Development	4,819,347	29,045,400	11,213,400	23,658,100	12,444,700	111.0
5200	Grants & Capital Injections to Organisations	116,975	18,100	63,600	0	-63,600	-100.0

Manpower

Category	Actual FY2020	Estimated FY2021	Revised FY2021	Estimated FY2022
Other Statutory Appointments	1	1	1	1
Permanent Staff	904	950	1,308	1,328
Temporary, Daily-Rated & Other Staff	450	1,889	1,615	1,638
TOTAL	1,355	2,840	2,924	2,967