

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 FY2022	Estimated FY2023	Revised FY2023	Estimated FY2024	Change Over FY2023	
S-Q	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	\$1,561,845,476	\$1,860,664,500	\$1,797,485,200	\$1,888,157,600	\$90,672,400	5.0%
	Main Estimates						
	OPERATING EXPENDITURE	\$1,561,762,543	\$1,860,571,600	\$1,797,440,900	\$1,888,086,600	\$90,645,700	5.0%
	<i>RUNNING COSTS</i>	<i>\$48,610,225</i>	<i>\$46,109,600</i>	<i>\$52,709,900</i>	<i>\$55,371,400</i>	<i>\$2,661,500</i>	<i>5.0%</i>
	Expenditure on Manpower	\$5,391,501	\$5,808,700	\$5,234,200	\$4,915,600	-\$318,600	-6.1%
1500	Permanent Staff	5,391,501	5,808,700	5,234,200	4,915,600	-318,600	-6.1
	Other Operating Expenditure	\$39,968,522	\$36,818,700	\$43,607,600	\$43,208,200	-\$399,400	-0.9%
2100	Consumption of Products & Services	39,895,035	36,724,500	43,575,200	43,178,000	-397,200	-0.9
2300	Manpower Development	30,702	17,300	12,400	11,600	-800	-6.5
2400	International & Public Relations, Public Communications	24,594	51,400	5,600	5,200	-400	-7.1
2700	Asset Acquisition	18,192	25,500	14,400	13,400	-1,000	-6.9
	Grants, Subventions & Capital Injections to Organisations	\$3,250,202	\$3,482,200	\$3,868,100	\$7,247,600	\$3,379,500	87.4%
3100	Grants, Subventions & Capital Injections to Statutory Boards	1,766,400	3,482,200	3,584,400	7,247,600	3,663,200	102.2
3400	Grants, Subventions & Capital Injections to Other Organisations	1,483,802	0	283,700	0	-283,700	-100.0
	<i>TRANSFERS</i>	<i>\$1,513,152,317</i>	<i>\$1,814,462,000</i>	<i>\$1,744,731,000</i>	<i>\$1,832,715,200</i>	<i>\$87,984,200</i>	<i>5.0%</i>
3500	Social Transfers to Individuals	1,513,152,317	1,814,462,000	1,744,731,000	1,832,715,200	87,984,200	5.0
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$82,933	\$92,900	\$44,300	\$71,000	\$26,700	60.3%
5100	Government Development	47,833	68,300	9,200	71,000	61,800	671.7
5200	Grants & Capital Injections to Organisations	35,100	24,600	35,100	0	-35,100	-100.0

Manpower

Category	Actual FY2022	Estimated FY2023	Revised FY2023	Estimated FY2024
Permanent Staff	22	22	22	29
Temporary, Daily-Rated & Other Staff	22	27	25	26
TOTAL	44	49	47	55

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 FY2022	Estimated FY2023	Revised FY2023	Estimated FY2024	Change Over FY2023	
S-R	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	\$257,068,573	\$243,029,300	\$245,458,100	\$240,222,200	-\$5,235,900	-2.1%
	Main Estimates						
	OPERATING EXPENDITURE	\$222,460,644	\$211,965,400	\$207,336,200	\$210,506,600	\$3,170,400	1.5%
	<i>RUNNING COSTS</i>	<i>\$211,996,349</i>	<i>\$204,639,900</i>	<i>\$199,216,200</i>	<i>\$204,333,600</i>	<i>\$5,117,400</i>	<i>2.6%</i>
	Expenditure on Manpower	\$54,739,289	\$51,784,000	\$53,089,000	\$50,046,600	-\$3,042,400	-5.7%
1200	Political Appointments	2,072,115	2,098,400	1,934,200	2,000,200	66,000	3.4
1500	Permanent Staff	52,619,972	49,640,500	51,084,400	47,976,000	-3,108,400	-6.1
1600	Temporary, Daily-Rated & Other Staff	47,202	45,100	70,400	70,400	0	0.0
	Other Operating Expenditure	\$148,892,754	\$147,699,500	\$139,930,400	\$153,941,300	\$14,010,900	10.0%
2100	Consumption of Products & Services	139,123,079	138,467,200	132,557,000	146,087,400	13,530,400	10.2
2300	Manpower Development	4,287,720	4,872,100	3,826,300	3,632,600	-193,700	-5.1
2400	International & Public Relations, Public Communications	3,514,323	2,786,400	2,196,900	2,724,700	527,800	24.0
2700	Asset Acquisition	1,948,660	1,559,400	1,319,200	1,473,000	153,800	11.7
2800	Miscellaneous	18,972	14,400	31,000	23,600	-7,400	-23.9
	Grants, Subventions & Capital Injections to Organisations	\$8,364,306	\$5,156,400	\$6,196,800	\$345,700	-\$5,851,100	-94.4%
3100	Grants, Subventions & Capital Injections to Statutory Boards	8,364,306	5,156,400	4,742,800	345,700	-4,397,100	-92.7
3400	Grants, Subventions & Capital Injections to Other Organisations	0	0	1,454,000	0	-1,454,000	-100.0
	<i>TRANSFERS</i>	<i>\$10,464,295</i>	<i>\$7,325,500</i>	<i>\$8,120,000</i>	<i>\$6,173,000</i>	<i>-\$1,947,000</i>	<i>-24.0%</i>
3500	Social Transfers to Individuals	330,000	0	0	0	0	n.a.
3600	Transfers to Institutions & Organisations	7,619,428	5,425,500	5,425,700	3,500,000	-1,925,700	-35.5
3800	International Organisations & Overseas Development Assistance	2,514,867	1,900,000	2,694,300	2,673,000	-21,300	-0.8
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$34,607,929	\$31,063,900	\$38,121,900	\$29,715,600	-\$8,406,300	-22.1%
5100	Government Development	23,310,182	21,892,600	22,511,300	21,464,500	-1,046,800	-4.7
5200	Grants & Capital Injections to Organisations	11,297,747	9,171,300	15,610,600	8,251,100	-7,359,500	-47.1

Manpower

Category	Actual FY2022	Estimated FY2023	Revised FY2023	Estimated FY2024
Political Appointments	4	4	4	4
Permanent Staff	288	293	294	318
Temporary, Daily-Rated & Other Staff	216	238	187	193
TOTAL	508	535	485	515

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 that enables our economy 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 support a complementary and sustainable foreign workforce, and anchor Singapore as a global talent hub. 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) provides our customers with reliable, adaptive, and simple eServices to facilitate their work pass transactions and enables responsive policy delivery.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2022	Estimated FY2023	Revised FY2023	Estimated FY2024	Change Over FY2023	
S-S	PRODUCTIVE WORKFORCE PROGRAMME						
	TOTAL EXPENDITURE	\$3,047,018,105	\$1,256,279,500	\$953,576,000	\$562,767,700	-\$390,808,300	-41.0%
	Main Estimates						
	OPERATING EXPENDITURE	\$3,012,048,972	\$1,222,003,000	\$916,776,000	\$522,991,100	-\$393,784,900	-43.0%
	<i>RUNNING COSTS</i>	<i>\$404,770,717</i>	<i>\$373,702,000</i>	<i>\$374,647,000</i>	<i>\$383,290,600</i>	<i>\$8,643,600</i>	<i>2.3%</i>
	Expenditure on Manpower	\$61,571,355	\$63,688,000	\$59,789,700	\$56,154,100	-\$3,635,600	-6.1%
1500	Permanent Staff	61,542,496	63,657,300	59,746,700	56,111,100	-3,635,600	-6.1
1600	Temporary, Daily-Rated & Other Staff	28,859	30,700	43,000	43,000	0	0.0
	Other Operating Expenditure	\$119,354,788	\$119,975,600	\$123,681,300	\$129,026,000	\$5,344,700	4.3%
2100	Consumption of Products & Services	116,173,080	113,066,700	116,582,200	123,173,400	6,591,200	5.7
2300	Manpower Development	631,649	357,500	415,200	597,700	182,500	44.0
2400	International & Public Relations, Public Communications	30,441	8,800	466,000	644,500	178,500	38.3
2700	Asset Acquisition	2,519,579	6,542,600	6,217,900	4,610,400	-1,607,500	-25.9
2800	Miscellaneous	40	0	0	0	0	n.a.

Code	Object Class	Actual FY2022	Estimated FY2023	Revised FY2023	Estimated FY2024	Change Over FY2023	
	Grants, Subventions & Capital Injections to Organisations	\$223,844,574	\$190,038,400	\$191,176,000	\$198,110,500	\$6,934,500	3.6%
3100	Grants, Subventions & Capital Injections to Statutory Boards	223,516,528	190,038,400	191,176,000	198,110,500	6,934,500	3.6
3400	Grants, Subventions & Capital Injections to Other Organisations	328,046	0	0	0	0	n.a.
	<i>TRANSFERS</i>	<i>\$2,607,278,255</i>	<i>\$848,301,000</i>	<i>\$542,129,000</i>	<i>\$139,700,500</i>	<i>-\$402,428,500</i>	<i>-74.2%</i>
3500	Social Transfers to Individuals	20,282,965	38,000,000	24,592,000	27,777,000	3,185,000	13.0
3600	Transfers to Institutions & Organisations	2,586,995,290	810,301,000	517,537,000	111,923,500	-405,613,500	-78.4
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$34,969,133	\$34,276,500	\$36,800,000	\$39,776,600	\$2,976,600	8.1%
5100	Government Development	22,495,717	23,487,400	23,655,000	29,250,200	5,595,200	23.7
5200	Grants & Capital Injections to Organisations	12,473,417	10,789,100	13,145,000	10,526,400	-2,618,600	-19.9

Manpower

Category	Actual FY2022	Estimated FY2023	Revised FY2023	Estimated FY2024
Permanent Staff	489	520	527	528
Temporary, Daily-Rated & Other Staff	198	237	214	216
Others	502	480	479	492
TOTAL	1,189	1,237	1,220	1,236

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 educates and engages stakeholders so that they are aware of their obligations, responsibilities, and rights.

Assurance, Care and Engagement Group – The ACE Group safeguards the well-being of migrant workers by enhancing the healthcare, housing, and social resilience of the migrant worker ecosystem. 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 ACE Group also works in partnership with stakeholders including employers, dormitory operators, and Non-Government Organisations (NGOs), to co-create effective solutions and engender a supportive and empowered migrant worker stakeholder ecosystem.

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 FY2022	Estimated FY2023	Revised FY2023	Estimated FY2024	Change Over FY2023	
S-T	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	\$547,894,960	\$506,040,700	\$479,263,500	\$497,588,500	\$18,325,000	3.8%
	Main Estimates						
	OPERATING EXPENDITURE	\$532,424,562	\$464,710,200	\$427,215,800	\$435,280,000	\$8,064,200	1.9%
	<i>RUNNING COSTS</i>	<i>\$525,670,031</i>	<i>\$453,519,100</i>	<i>\$423,493,100</i>	<i>\$429,423,600</i>	<i>\$5,930,500</i>	<i>1.4%</i>
	Expenditure on Manpower	\$231,960,311	\$237,087,500	\$225,206,400	\$211,505,300	-\$13,701,100	-6.1%
1500	Permanent Staff	231,933,907	237,065,100	225,167,100	211,466,000	-13,701,100	-6.1
1600	Temporary, Daily-Rated & Other Staff	26,404	22,400	39,300	39,300	0	0.0
	Other Operating Expenditure	\$217,172,785	\$151,693,300	\$104,643,700	\$123,378,100	\$18,734,400	17.9%
2100	Consumption of Products & Services	210,159,517	148,580,300	103,111,100	121,370,300	18,259,200	17.7
2300	Manpower Development	2,288,534	1,342,900	990,000	1,280,500	290,500	29.3
2400	International & Public Relations, Public Communications	4,021,291	765,200	251,300	364,300	113,000	45.0
2700	Asset Acquisition	681,512	994,600	286,100	357,700	71,600	25.0
2800	Miscellaneous	21,930	10,300	5,200	5,300	100	1.9
	Grants, Subventions & Capital Injections to Organisations	\$76,536,935	\$64,738,300	\$93,643,000	\$94,540,200	\$897,200	1.0%
3400	Grants, Subventions & Capital Injections to Other Organisations	76,536,935	64,738,300	93,643,000	94,540,200	897,200	1.0
	<i>TRANSFERS</i>	<i>\$6,754,531</i>	<i>\$11,191,100</i>	<i>\$3,722,700</i>	<i>\$5,856,400</i>	<i>\$2,133,700</i>	<i>57.3%</i>
3500	Social Transfers to Individuals	540,000	1,549,300	609,300	1,175,800	566,500	93.0
3600	Transfers to Institutions & Organisations	6,214,531	9,641,800	3,113,400	4,680,600	1,567,200	50.3
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$15,470,398	\$41,330,500	\$52,047,700	\$62,308,500	\$10,260,800	19.7%
5100	Government Development	15,457,554	41,330,500	52,047,700	62,308,500	10,260,800	19.7
5200	Grants & Capital Injections to Organisations	12,844	0	0	0	0	n.a.

Manpower

Category	Actual FY2022	Estimated FY2023	Revised FY2023	Estimated FY2024
Other Statutory Appointments	1	1	1	1
Permanent Staff	1,210	1,235	1,232	1,235
Temporary, Daily-Rated & Other Staff	1,266	1,291	1,072	1,087
TOTAL	2,477	2,527	2,305	2,323