

## 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 and lifelong employability. 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 improve the incomes and employment conditions of older and low-wage workers.

### Expenditure Estimates by Object Class

Code	Object Class	Actual FY2013	Estimated FY2014	Revised FY2014	Estimated FY2015	Change over FY2014	
<b>SQ</b>	<b>FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME</b>						
	<b>TOTAL EXPENDITURE</b>	<b>\$666,399,011</b>	<b>\$668,564,600</b>	<b>\$714,974,500</b>	<b>\$810,616,300</b>	<b>\$95,641,800</b>	<b>13.4%</b>
	Main Estimates						
	<b>OPERATING EXPENDITURE</b>	<b>\$666,399,011</b>	<b>\$668,564,600</b>	<b>\$714,974,500</b>	<b>\$810,616,300</b>	<b>\$95,641,800</b>	<b>13.4%</b>
	<i>RUNNING COSTS</i>	<i>\$19,333,482</i>	<i>\$15,464,600</i>	<i>\$17,267,000</i>	<i>\$28,763,000</i>	<i>\$11,496,000</i>	<i>66.6%</i>
	<b>Expenditure on Manpower</b>	<b>\$3,378,631</b>	<b>\$3,280,500</b>	<b>\$3,603,000</b>	<b>\$3,813,200</b>	<b>\$210,200</b>	<b>5.8%</b>
1500	Permanent Staff	3,378,631	3,280,500	3,603,000	3,813,200	210,200	5.8
	<b>Other Operating Expenditure</b>	<b>\$15,954,851</b>	<b>\$12,184,100</b>	<b>\$13,664,000</b>	<b>\$24,949,800</b>	<b>\$11,285,800</b>	<b>82.6%</b>
2100	Consumption of Products & Services	12,458,105	10,979,200	11,215,700	22,454,500	11,238,800	100.2
2300	Manpower Development	28,779	19,700	12,700	11,300	-1,400	-11.0
2400	International & Public Relations, Public Communications	3,450,911	1,184,700	2,428,100	2,477,300	49,200	2.0
2700	Asset Acquisition	17,056	500	7,500	6,700	-800	-10.7
	<i>TRANSFERS</i>	<i>\$647,065,529</i>	<i>\$653,100,000</i>	<i>\$697,707,500</i>	<i>\$781,853,300</i>	<i>\$84,145,800</i>	<i>12.1%</i>
3500	Social Transfers to Individuals	647,065,529	653,100,000	696,800,000	781,853,300	85,053,300	12.2
3600	Transfers to Institutions & Organisations	0	0	907,500	0	-907,500	-100.0

#### Manpower

Category	Actual FY2013	Estimated FY2014	Revised FY2014	Estimated FY2015
Permanent Staff	20	20	20	20
Temporary, Daily-Rated & Other Staff	5	5	0	0
<b>TOTAL</b>	<b>25</b>	<b>25</b>	<b>20</b>	<b>20</b>

## CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME

### PROGRAMME DESCRIPTION

This programme deals with central management and administration of the MOM HQ. It includes the corporate services functions of corporate planning, corporate communications, customer responsiveness, legal services, financial, internal audit, information systems & technology, and human resource administration.

### Expenditure Estimates by Object Class

Code	Object Class	Actual FY2013	Estimated FY2014	Revised FY2014	Estimated FY2015	Change over FY2014	
SR	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	\$118,410,951	\$168,325,000	\$115,413,300	\$160,479,500	\$45,066,200	39.0%
	Main Estimates						
	OPERATING EXPENDITURE	\$106,064,643	\$145,709,100	\$101,343,000	\$150,839,100	\$49,496,100	48.8%
	<i>RUNNING COSTS</i>	\$82,758,625	\$135,380,100	\$94,004,400	\$137,742,800	\$43,738,400	46.5%
	Expenditure on Manpower	\$27,437,444	\$26,904,300	\$29,258,900	\$30,966,800	\$1,707,900	5.8%
1200	Political Appointments	1,212,508	1,221,900	1,293,000	1,368,500	75,500	5.8
1500	Permanent Staff	26,224,936	25,682,400	27,965,900	29,598,300	1,632,400	5.8
	Other Operating Expenditure	\$55,321,181	\$108,475,800	\$64,745,500	\$106,776,000	\$42,030,500	64.9%
2100	Consumption of Products & Services	50,143,456	103,598,100	56,825,800	98,637,000	41,811,200	73.6
2300	Manpower Development	2,664,239	3,004,300	3,299,100	3,376,800	77,700	2.4
2400	International & Public Relations, Public Communications	2,181,003	1,376,800	4,305,000	4,367,800	62,800	1.5
2700	Asset Acquisition	332,483	477,300	315,600	394,400	78,800	25.0
2800	Miscellaneous	0	19,300	0	0	0	0.0
	<i>TRANSFERS</i>	\$23,306,018	\$10,329,000	\$7,338,600	\$13,096,300	\$5,757,700	78.5%
3600	Transfers to Institutions & Organisations	21,255,374	1,429,000	5,355,600	11,196,300	5,840,700	109.1
3800	International Organisations & Overseas Development Assistance	2,050,643	8,900,000	1,983,000	1,900,000	-83,000	-4.2
	Development Estimates						
	DEVELOPMENT EXPENDITURE	\$12,346,308	\$22,615,900	\$14,070,300	\$9,640,400	-\$4,429,900	-31.5%
5100	Government Development	11,743,818	22,615,900	14,070,300	9,640,400	-4,429,900	-31.5
5200	Grants & Capital Injections to Organisations	602,490	0	0	0	0	0.0

## Manpower

Category	Actual FY2013	Estimated FY2014	Revised FY2014	Estimated FY2015
Political Appointments	3	3	3	3
Permanent Staff	261	260	263	263
Temporary, Daily-Rated & Other Staff	21	21	28	28
<b>TOTAL</b>	<b>285</b>	<b>284</b>	<b>294</b>	<b>294</b>

## PRODUCTIVE WORKFORCE PROGRAMME

### PROGRAMME DESCRIPTION

MOM strives to develop a productive and adaptable workforce that supports a vibrant 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 and strategies to help build a productive and skilled local workforce as well as a flexible labour market that is able to meet the challenges of economic volatility and the changing demands of the global marketplace. This includes formulating policies and strategies that help foster lifelong learning and employability through Pre-Employment Training (PET) and Continuing Education and Training (CET) so as to equip Singaporeans with necessary skill-sets for better jobs, and thus higher incomes for improved financial security. 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 to facilitate informed and timely decision making.

In addition, the division formulates and reviews foreign manpower policies to ensure that the foreign workforce is of the right profile and quantity to complement our local workforce to facilitate a flexible and responsive labour market.

#### **Work Pass Division**

The division administers an integrated work pass framework and an entry and exit management system for foreign manpower. This includes facilitating and regulating the employment of foreign nationals, to ensure an efficient, effective and dynamic work pass admissions framework that meets the needs of the Singapore economy.

A Work Pass Integrated System Programme Office (WINS PO) has been established to oversee the transformation and redevelopment of MOM's Work Pass System based on Agile software development methodology that are anchored on principles of rapid prototyping, continuous integration and iterative builds. The redevelopment process will help MOM to build up essential in house system development capabilities. These capabilities will enable MOM to be more nimble and flexible in our service and policy delivery to better meet customers' expectations, and set new benchmarks for our digital services.

#### **National Wage Council Secretariat**

The National Wages Council (NWC) is a tripartite advisory body that formulates wage guidelines to support Singapore's long-term economic growth and social development. The NWC Secretariat provides secretariat support for the Council meetings and the issuance of its wage guidelines.

## Expenditure Estimates by Object Class

Code	Object Class	Actual FY2013	Estimated FY2014	Revised FY2014	Estimated FY2015	Change over FY2014	
<b>SS</b>	<b>PRODUCTIVE WORKFORCE PROGRAMME</b>						
	<b>TOTAL EXPENDITURE</b>	<b>\$273,433,960</b>	<b>\$274,616,400</b>	<b>\$295,042,700</b>	<b>\$363,045,300</b>	<b>\$68,002,600</b>	<b>23.0%</b>
	Main Estimates						
	<b>OPERATING EXPENDITURE</b>	<b>\$268,023,980</b>	<b>\$258,023,800</b>	<b>\$283,387,300</b>	<b>\$350,702,000</b>	<b>\$67,314,700</b>	<b>23.8%</b>
	<i>RUNNING COSTS</i>	<i>\$268,023,980</i>	<i>\$255,463,800</i>	<i>\$280,827,300</i>	<i>\$350,172,000</i>	<i>\$69,344,700</i>	<i>24.7%</i>
	<b>Expenditure on Manpower</b>	<b>\$42,841,113</b>	<b>\$44,097,700</b>	<b>\$45,685,300</b>	<b>\$48,351,800</b>	<b>\$2,666,500</b>	<b>5.8%</b>
1500	Permanent Staff	42,465,457	43,869,400	45,284,700	47,927,900	2,643,200	5.8
1600	Temporary, Daily-Rated & Other Staff	375,656	228,300	400,600	423,900	23,300	5.8
	<b>Other Operating Expenditure</b>	<b>\$58,337,567</b>	<b>\$55,734,700</b>	<b>\$61,024,900</b>	<b>\$61,296,500</b>	<b>\$271,600</b>	<b>0.4%</b>
2100	Consumption of Products & Services	55,744,376	51,983,900	58,227,200	58,370,100	142,900	0.2
2300	Manpower Development	903,920	895,800	941,300	994,200	52,900	5.6
2400	International & Public Relations, Public Communications	1,594,627	2,755,900	1,756,200	1,827,600	71,400	4.1
2700	Asset Acquisition	28,581	79,100	27,900	30,200	2,300	8.2
2800	Miscellaneous	66,063	20,000	72,300	74,400	2,100	2.9
	<b>Grants, Subventions &amp; Capital Injections to Organisations</b>	<b>\$166,845,300</b>	<b>\$155,631,400</b>	<b>\$174,117,100</b>	<b>\$240,523,700</b>	<b>\$66,406,600</b>	<b>38.1%</b>
3100	Grants, Subventions & Capital Injections to Statutory Boards	166,845,300	155,631,400	174,117,100	240,523,700	66,406,600	38.1
	<i>TRANSFERS</i>	<i>\$0</i>	<i>\$2,560,000</i>	<i>\$2,560,000</i>	<i>\$530,000</i>	<i>-\$2,030,000</i>	<i>-79.3%</i>
3600	Transfers to Institutions & Organisations	0	2,560,000	2,560,000	530,000	-2,030,000	-79.3
	Development Estimates						
	<b>DEVELOPMENT EXPENDITURE</b>	<b>\$5,409,980</b>	<b>\$16,592,600</b>	<b>\$11,655,400</b>	<b>\$12,343,300</b>	<b>\$687,900</b>	<b>5.9%</b>
5100	Government Development	5,409,980	16,592,600	11,655,400	12,343,300	687,900	5.9

## Manpower

Category	Actual FY2013	Estimated FY2014	Revised FY2014	Estimated FY2015
Permanent Staff	494	500	491	495
Temporary, Daily-Rated & Other Staff	44	37	39	39
Others	721	751	716	725
<b>TOTAL</b>	<b>1,259</b>	<b>1,288</b>	<b>1,246</b>	<b>1,259</b>

## PROGRESSIVE WORKPLACES PROGRAMME

### PROGRAMME DESCRIPTION

MOM seeks to build great workplaces with harmonious labour management relations, progressive people practices, and safe and healthy work practices.

This programme comprises the following Divisions/Departments:

#### **Workplace Policy and Strategy Division**

The division formulates policies to enhance workplace practices and standards. These policies address a wide spectrum of issues, such as improving employment and occupational safety standards, as well as ensuring the proper management and well-being of foreign workers. Through surveys and research projects, the division also seeks to derive a better understanding of workplace practices across industry sectors. The International Relations Unit, which oversees and conducts MOM's relations with international agencies and foreign counterparts, is also part of the division.

#### **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 that balances the interests of employers and employees, an expeditious dispute resolution process, and effective enforcement of employment laws. The division also supports the promotion of fair and progressive workplace practices and 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.

#### **National Human-Capital Office**

The National Human-Capital Office aims to develop Singapore as the global exemplar in human capital management and leadership, so as to attract and retain the best talent and investments. To enable the development of a progressive and vibrant HR ecosystem, and a HR industry equipped with strong capabilities to create greater value for organizations, the office embarks on initiatives to (i) establish Singapore as an authority that sets standards, provides directions and creates new Pan-Asia HR knowledge, (ii) strengthen the HR and leadership ecosystem, (iii) enhance HR capabilities of organizations, and (iv) facilitate the delivery of HR value.

#### **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 by establishing a strong safety culture through sound policies, evidence-based research and industry-led

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 eliminate death, injury and ill-health. The division also works closely with the Workplace Safety and Health Council to develop strategies to raise WSH standards in Singapore and to realise the national WSH 2018 Vision.

### Workplace Safety and Health Council

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.

### Workplace Safety and Health Institute

The Institute supports MOM, WSH Council and businesses in the analysis of gaps and generation of WSH knowledge and solutions so as to enhance businesses' WSH practices and raise current WSH professionals and business leaders capabilities. The institute also provides the platform for anticipating new and emerging WSH trends and risks in Singapore.

## Expenditure Estimates by Object Class

Code	Object Class	Actual FY2013	Estimated FY2014	Revised FY2014	Estimated FY2015	Change over FY2014	
<b>ST</b>	<b>PROGRESSIVE WORKPLACES PROGRAMME</b>						
	<b>TOTAL EXPENDITURE</b>	<b>\$132,338,181</b>	<b>\$134,886,800</b>	<b>\$148,655,800</b>	<b>\$144,192,400</b>	<b>-\$4,463,400</b>	<b>-3.0%</b>
	Main Estimates						
	<b>OPERATING EXPENDITURE</b>	<b>\$121,763,325</b>	<b>\$120,204,100</b>	<b>\$136,496,800</b>	<b>\$141,886,200</b>	<b>\$5,389,400</b>	<b>3.9%</b>
	<i>RUNNING COSTS</i>	<i>\$108,140,598</i>	<i>\$110,208,100</i>	<i>\$118,347,200</i>	<i>\$117,576,400</i>	<i>-\$770,800</i>	<i>-0.7%</i>
	<b>Expenditure on Manpower</b>	<b>\$84,973,755</b>	<b>\$86,326,300</b>	<b>\$90,615,100</b>	<b>\$95,904,600</b>	<b>\$5,289,500</b>	<b>5.8%</b>
1500	Permanent Staff	84,973,755	86,326,300	90,615,100	95,904,600	5,289,500	5.8
	<b>Other Operating Expenditure</b>	<b>\$23,039,901</b>	<b>\$23,881,800</b>	<b>\$27,732,100</b>	<b>\$21,671,800</b>	<b>-\$6,060,300</b>	<b>-21.9%</b>
2100	Consumption of Products & Services	14,339,486	13,726,300	17,025,700	13,385,100	-3,640,600	-21.4
2300	Manpower Development	2,138,076	2,696,300	3,086,300	2,255,100	-831,200	-26.9
2400	International & Public Relations, Public Communications	6,046,397	7,302,700	7,067,700	5,578,200	-1,489,500	-21.1
2700	Asset Acquisition	476,754	67,400	506,500	417,000	-89,500	-17.7
2800	Miscellaneous	39,188	89,100	45,900	36,400	-9,500	-20.7
	<b>Grants, Subventions &amp; Capital Injections to Organisations</b>	<b>\$126,941</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.0%</b>
3100	Grants, Subventions & Capital Injections to Statutory Boards	126,941	0	0	0	0	0.0
	<i>TRANSFERS</i>	<i>\$13,622,727</i>	<i>\$9,996,000</i>	<i>\$18,149,600</i>	<i>\$24,309,800</i>	<i>\$6,160,200</i>	<i>33.9%</i>
3500	Social Transfers to Individuals	0	780,800	0	0	0	0.0
3600	Transfers to Institutions & Organisations	13,622,727	9,215,200	18,149,600	24,309,800	6,160,200	33.9

Code	Object Class	Actual FY2013	Estimated FY2014	Revised FY2014	Estimated FY2015	Change over FY2014	
	Development Estimates						
	<b>DEVELOPMENT EXPENDITURE</b>	<b>\$10,574,856</b>	<b>\$14,682,700</b>	<b>\$12,159,000</b>	<b>\$2,306,200</b>	<b>-\$9,852,800</b>	<b>-81.0%</b>
5100	Government Development	10,574,856	14,682,700	12,159,000	2,306,200	-9,852,800	-81.0

## Manpower

Category	Actual FY2013	Estimated FY2014	Revised FY2014	Estimated FY2015
Other Statutory Appointments	1	1	1	1
Permanent Staff	932	934	946	954
Temporary, Daily-Rated & Other Staff	29	52	65	67
<b>TOTAL</b>	<b>962</b>	<b>987</b>	<b>1,012</b>	<b>1,022</b>