

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 Division:

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 the Government’s efforts to improve Singaporeans’ financial well-being.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025	Change Over Revised FY2024	
		\$	\$	\$	\$	\$	%
S-Q	FINANCIAL SECURITY FOR SINGAPOREANS PROGRAMME						
	TOTAL EXPENDITURE	1,760,518,068	1,888,157,600	1,868,767,400	2,373,040,600	504,273,200	27.0
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	1,760,474,314	1,888,086,600	1,864,316,300	2,371,057,800	506,741,500	27.2
	<i>RUNNING COSTS</i>	<i>52,816,382</i>	<i>55,371,400</i>	<i>63,930,000</i>	<i>69,166,900</i>	<i>5,236,900</i>	<i>8.2</i>
	Expenditure on Manpower	6,104,650	4,915,600	5,828,900	5,718,900	(110,000)	(1.9)
1500	Permanent Staff	6,104,650	4,915,600	5,823,400	5,713,400	(110,000)	(1.9)
1600	Temporary, Daily-Rated and Other Staff	–	–	5,500	5,500	–	–
	Other Operating Expenditure	42,248,697	43,208,200	50,269,000	60,621,900	10,352,900	20.6
2100	Consumption of Products and Services	42,181,061	43,178,000	50,104,700	60,418,800	10,314,100	20.6
2300	Manpower Development	20,142	11,600	29,800	36,800	7,000	23.5
2400	International and Public Relations, Public Communications	34,086	5,200	120,900	149,500	28,600	23.7
2700	Asset Acquisition	13,409	13,400	13,200	16,300	3,100	23.5
2800	Miscellaneous	–	–	400	500	100	25.0
	Grants, Subventions and Capital Injections to Organisations	4,463,035	7,247,600	7,832,100	2,826,100	(5,006,000)	(63.9)
3100	Grants, Subventions and Capital Injections to Statutory Boards	1,946,912	7,247,600	–	2,826,100	2,826,100	n.a.
3400	Grants, Subventions and Capital Injections to Other Organisations	2,516,123	–	7,832,100	–	(7,832,100)	(100.0)
	<i>TRANSFERS</i>	<i>1,707,657,932</i>	<i>1,832,715,200</i>	<i>1,800,386,300</i>	<i>2,301,890,900</i>	<i>501,504,600</i>	<i>27.9</i>
3500	Social Transfers to Individuals	1,707,657,932	1,832,715,200	1,800,386,300	2,301,890,900	501,504,600	27.9

Code	Object Class	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025	Change Over Revised FY2024	
		\$	\$	\$	\$	\$	%
DEVELOPMENT ESTIMATES							
	DEVELOPMENT EXPENDITURE	43,755	71,000	4,451,100	1,982,800	(2,468,300)	(55.5)
5100	Government Development	8,655	71,000	4,434,000	1,982,800	(2,451,200)	(55.3)
5200	Grants and Capital Injections to Organisations	35,100	-	17,100	-	(17,100)	(100.0)

Manpower

Category/Personnel	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025
Permanent Staff	22	29	30	30
Temporary, Daily-Rated & Other Staff	20	26	19	20
TOTAL	42	55	49	50

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 FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025	Change Over Revised FY2024	
		\$	\$	\$	\$	\$	%
S-R	CORPORATE SERVICES AND INFORMATION TECHNOLOGY PROGRAMME						
	TOTAL EXPENDITURE	238,501,246	240,222,200	289,464,800	251,554,800	(37,910,000)	(13.1)
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	206,694,092	210,506,600	272,284,500	218,017,200	(54,267,300)	(19.9)
	<i>RUNNING COSTS</i>	<i>198,152,338</i>	<i>204,333,600</i>	<i>270,143,900</i>	<i>213,565,600</i>	<i>(56,578,300)</i>	<i>(20.9)</i>
	Expenditure on Manpower	55,801,330	50,046,600	116,248,200	52,192,500	(64,055,700)	(55.1)
1200	Political Appointments	1,931,361	2,000,200	1,758,800	1,725,800	(33,000)	(1.9)
1500	Permanent Staff	53,778,765	47,976,000	114,354,800	50,332,100	(64,022,700)	(56.0)
1600	Temporary, Daily-Rated and Other Staff	91,205	70,400	134,600	134,600	-	-
	Other Operating Expenditure	135,901,289	153,941,300	146,247,100	141,326,500	(4,920,600)	(3.4)
2100	Consumption of Products and Services	122,474,273	146,087,400	135,224,800	129,139,800	(6,085,000)	(4.5)
2300	Manpower Development	3,395,649	3,632,600	5,110,500	5,663,700	553,200	10.8
2400	International and Public Relations, Public Communications	1,599,615	2,724,700	4,445,800	4,330,400	(115,400)	(2.6)
2700	Asset Acquisition	8,298,089	1,473,000	1,410,600	2,117,600	707,000	50.1
2800	Miscellaneous	133,663	23,600	55,400	75,000	19,600	35.4
	Grants, Subventions and Capital Injections to Organisations	6,449,720	345,700	7,648,600	20,046,600	12,398,000	162.1
3100	Grants, Subventions and Capital Injections to Statutory Boards	6,441,720	345,700	7,596,600	13,499,100	5,902,500	77.7
3400	Grants, Subventions and Capital Injections to Other Organisations	8,000	-	52,000	6,547,500	6,495,500	n.a.
	<i>TRANSFERS</i>	<i>8,541,754</i>	<i>6,173,000</i>	<i>2,140,600</i>	<i>4,451,600</i>	<i>2,311,000</i>	<i>108.0</i>
3600	Transfers to Institutions and Organisations	5,425,728	3,500,000	1,683,800	1,588,000	(95,800)	(5.7)
3800	International Organisations and Overseas Development Assistance	3,116,026	2,673,000	456,800	2,863,600	2,406,800	526.9
	DEVELOPMENT ESTIMATES						
	DEVELOPMENT EXPENDITURE	31,807,154	29,715,600	17,180,300	33,537,600	16,357,300	95.2
5100	Government Development	22,302,130	21,464,500	14,535,600	23,654,800	9,119,200	62.7
5200	Grants and Capital Injections to Organisations	9,505,024	8,251,100	2,644,700	9,882,800	7,238,100	273.7

Manpower

Category/Personnel	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025
Political Appointments	4	4	4	4
Permanent Staff	291	318	314	318
Temporary, Daily-Rated & Other Staff	169	193	143	145
TOTAL	464	515	461	467

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:

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) processes work pass applications to support a complementary and sustainable foreign workforce, and anchor Singapore as a global talent hub. The division puts in place controls, and works with other government agencies to detect and deter fraudulent work pass activities.

The Work Pass Integrated Systems 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 FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025	Change Over Revised FY2024	
		\$	\$	\$	\$	\$	%
S-S	PRODUCTIVE WORKFORCE PROGRAMME						
	TOTAL EXPENDITURE	944,064,429	562,767,700	496,544,800	611,482,900	114,938,100	23.1
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	907,566,714	522,991,100	473,132,000	597,792,600	124,660,600	26.3
	<i>RUNNING COSTS</i>	<i>375,932,562</i>	<i>383,290,600</i>	<i>353,945,700</i>	<i>413,436,100</i>	<i>59,490,400</i>	<i>16.8</i>
	Expenditure on Manpower	67,430,161	56,154,100	64,428,400	63,215,900	(1,212,500)	(1.9)
1500	Permanent Staff	67,400,888	56,111,100	64,293,600	63,081,100	(1,212,500)	(1.9)
1600	Temporary, Daily-Rated and Other Staff	29,273	43,000	134,800	134,800	-	-
	Other Operating Expenditure	120,503,654	129,026,000	84,313,400	138,881,600	54,568,200	64.7
2100	Consumption of Products and Services	115,300,084	123,173,400	82,052,300	134,880,700	52,828,400	64.4
2300	Manpower Development	475,421	597,700	509,800	649,400	139,600	27.4
2400	International and Public Relations, Public Communications	399,624	644,500	226,400	445,200	218,800	96.6
2700	Asset Acquisition	4,254,044	4,610,400	1,524,900	2,906,300	1,381,400	90.6
2800	Miscellaneous	74,481	-	-	-	-	n.a.

Code	Object Class	Actual	Estimated	Revised	Estimated	Change Over Revised FY2024	
		FY2023	FY2024	FY2024	FY2025	\$	%
		\$	\$	\$	\$	\$	%
	Grants, Subventions and Capital Injections to Organisations	187,998,747	198,110,500	205,203,900	211,338,600	6,134,700	3.0
3100	Grants, Subventions and Capital Injections to Statutory Boards	187,993,940	198,110,500	205,203,900	211,338,600	6,134,700	3.0
3400	Grants, Subventions and Capital Injections to Other Organisations	4,807	–	–	–	–	n.a.
	<i>TRANSFERS</i>	<i>531,634,152</i>	<i>139,700,500</i>	<i>119,186,300</i>	<i>184,356,500</i>	<i>65,170,200</i>	<i>54.7</i>
3500	Social Transfers to Individuals	24,168,808	27,777,000	19,464,300	120,998,000	101,533,700	521.6
3600	Transfers to Institutions and Organisations	507,465,344	111,923,500	99,722,000	63,358,500	(36,363,500)	(36.5)
DEVELOPMENT ESTIMATES							
	DEVELOPMENT EXPENDITURE	36,497,716	39,776,600	23,412,800	13,690,300	(9,722,500)	(41.5)
5100	Government Development	23,352,716	29,250,200	18,416,500	12,552,800	(5,863,700)	(31.8)
5200	Grants and Capital Injections to Organisations	13,145,000	10,526,400	4,996,300	1,137,500	(3,858,800)	(77.2)

Manpower

Category/Personnel	Actual	Estimated	Revised	Estimated
	FY2023	FY2024	FY2024	FY2025
Permanent Staff	520	528	530	540
Temporary, Daily-Rated & Other Staff	209	216	178	174
Others	481	492	459	460
TOTAL	1,210	1,236	1,167	1,174

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 Assurance, Care and Engagement (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 migrant workers access to basic medical care and mental health support, improving living standards across migrant worker accommodations, and developing more attractive recreation options. Forward deployed officers 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 enable a well-functioning and sustainable migrant worker ecosystem.

Joint Operations Division – The Joint Operations Division provides strategic direction for MOM-level enforcement, prepares MOM for emergency and crisis situations, facilitates ops integration through data analysis in MOM and contributes to MOM's security commitments at the Whole-of-Government level.

Expenditure Estimates by Object Class

Code	Object Class	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025	Change Over Revised FY2024	
		\$	\$	\$	\$	\$	%
S-T	PROGRESSIVE WORKPLACES PROGRAMME						
	TOTAL EXPENDITURE	462,348,011	497,588,500	424,237,200	467,945,200	43,708,000	10.3
	MAIN ESTIMATES						
	OPERATING EXPENDITURE	408,687,506	435,280,000	362,862,200	397,939,100	35,076,900	9.7
	<i>RUNNING COSTS</i>	<i>404,735,227</i>	<i>429,423,600</i>	<i>358,433,400</i>	<i>392,727,500</i>	<i>34,294,100</i>	<i>9.6</i>
	Expenditure on Manpower	208,239,091	211,505,300	135,693,500	195,003,400	59,309,900	43.7
1500	Permanent Staff	208,204,160	211,466,000	135,549,900	194,859,800	59,309,900	43.8
1600	Temporary, Daily-Rated and Other Staff	34,931	39,300	143,600	143,600	–	–
	Other Operating Expenditure	103,438,135	123,378,100	100,512,900	76,217,400	(24,295,500)	(24.2)
2100	Consumption of Products and Services	100,562,360	121,370,300	94,299,600	71,891,400	(22,408,200)	(23.8)
2300	Manpower Development	1,349,529	1,280,500	2,574,900	1,850,600	(724,300)	(28.1)
2400	International and Public Relations, Public Communications	230,041	364,300	2,500,500	1,417,200	(1,083,300)	(43.3)
2700	Asset Acquisition	1,274,327	357,700	1,125,900	1,048,900	(77,000)	(6.8)
2800	Miscellaneous	21,877	5,300	12,000	9,300	(2,700)	(22.5)
	Grants, Subventions and Capital Injections to Organisations	93,058,001	94,540,200	122,227,000	121,506,700	(720,300)	(0.6)
3100	Grants, Subventions and Capital Injections to Statutory Boards	116,428	–	–	–	–	n.a.
3400	Grants, Subventions and Capital Injections to Other Organisations	92,941,573	94,540,200	122,227,000	121,506,700	(720,300)	(0.6)
	<i>TRANSFERS</i>	<i>3,952,279</i>	<i>5,856,400</i>	<i>4,428,800</i>	<i>5,211,600</i>	<i>782,800</i>	<i>17.7</i>
3500	Social Transfers to Individuals	336,805	1,175,800	733,000	920,000	187,000	25.5
3600	Transfers to Institutions and Organisations	3,615,474	4,680,600	3,695,800	4,291,600	595,800	16.1
	DEVELOPMENT ESTIMATES						
	DEVELOPMENT EXPENDITURE	53,660,506	62,308,500	61,375,000	70,006,100	8,631,100	14.1
5100	Government Development	53,660,506	62,308,500	61,068,700	65,532,400	4,463,700	7.3
5200	Grants and Capital Injections to Organisations	–	–	306,300	4,473,700	4,167,400	n.a.

Manpower

Category/Personnel	Actual FY2023	Estimated FY2024	Revised FY2024	Estimated FY2025
Other Statutory Appointments	1	1	1	1
Permanent Staff	1,210	1,235	1,301	1,304
Temporary, Daily-Rated & Other Staff	1,077	1,087	688	141
TOTAL	2,288	2,323	1,990	1,446