

# Singapore's Ageing-Related Public Policies - Responses To Workshop 1 Questions

NUS Research on Ageing-Related Policies  
Workshop 2  
30 July 2022

# Your queries in these areas

- **Employment**
- **CPF**
- **Housing**
- **Community Life**
- **Caregiver Support**
- **Capacity Building**
- **Public Finances and Taxes**

Picture source: <https://content.mycareersfuture.gov.sg/retraining-singaporean-pmets-aged-40-plus/>



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# Employment

# Singapore's response to mature worker issues

- The government's view people are our only resource, and no worker should be left behind.
- Access to skills and education in the past is not like it is today. Skills level of Singaporean workers differs with each generation. Half of younger workers have a degree, only one in 20 of the older Singaporeans have one.
- The government therefore funds skills-training and education heavily. The **SkillsFuture Mid-Career Enhanced Subsidy** is for Singaporeans aged 40 years old and above. Eligible individuals receive subsidies of up to 90% of course fees for SkillsFuture Singapore-supported courses, and at least 90% of the programme cost for MOE-subsidised full-time and part-time courses, ranging from Nitec to postgraduate level.

# Age Discrimination

- **Retirement and Re-employment Act (RRA)**: min. retirement age is 63. Re-employment age is 68. Employers cannot dismiss you based on age. Applies to citizens and PRs, and those who remain medically fit to work.
- If re-employment not possible, a new employer or an **Employment Assistance Payment (EAP)** can be offered which is equivalent to 3.5 months salary, subject to a minimum of \$6,250 and maximum of \$14,750.
- **Tripartite Alliance on Fair and Progressive Employment Practices (TAFEP)** has an anti-workplace discrimination campaign themed “Workplace Discrimination. Know it to end it” to identify fair and unfair employment practices. The government punishes discriminatory practices, which can include suspending work pass privileges of errant employers. TAFEP will become law.

# Helping employers

- The government's response is not simply aimed at employees alone, taking on a mature worker comes with its own set of risks –there are policies helping businesses employ older staff, managed by WorkForce Singapore (WSG):
  1. **SGUnited Jobs and Skills Placement Partners (SGUJS PP) Initiative:** tapping onto the private sector, the government enlists the help of employment agencies to appoint mature workers (among others). These private agencies then take steps to match mature workers to potential employers, they will then receive fees for doing so.
  2. **Senior Worker Early Adopter Grant (SWEAG):** \$125,000 for employers to raise both their internal retirement and re-employment ages by 3 years (to 66 and 71 years respectively) above minimum statutory requirements.
  3. **Part Time Re-Employment Grant Employers (PTRG):** \$125,000 for employers that commit to a part-time re-employment policy for its eligible senior workers. Can apply for both SWEAG and PTRG.

# Helping employers cont.

- Alongside WSG, the Inland Revenue Authority of Singapore (IRAS) also has policies aimed at encouraging employers to employ mature workers.
- **1. Senior Employment Credit (SEC):** wage offsets to employers that have Singaporean workers aged 55 and above and earning below \$4,000 per month (more for the higher age bands). Takes place from 1 January 2021 to 31 December 2022. For wages paid during this period, employers will receive up to 8% of the wages paid to Singaporean workers aged 55 and above, depending on the workers' age and wage.
- **2. CPF Transition Offset (CTO):** employers provided with transitional wage offset equivalent to 50% of the increase in employer CPF contribution rates in 2022, for every Singaporean and Permanent Resident worker they employ aged above 55 to 70. The offset to employers will be based on employees' monthly incomes paid up to the CPF salary ceiling of \$6,000 per month.

Picture source: CPF Board website at <https://www.cpf.gov.sg/>

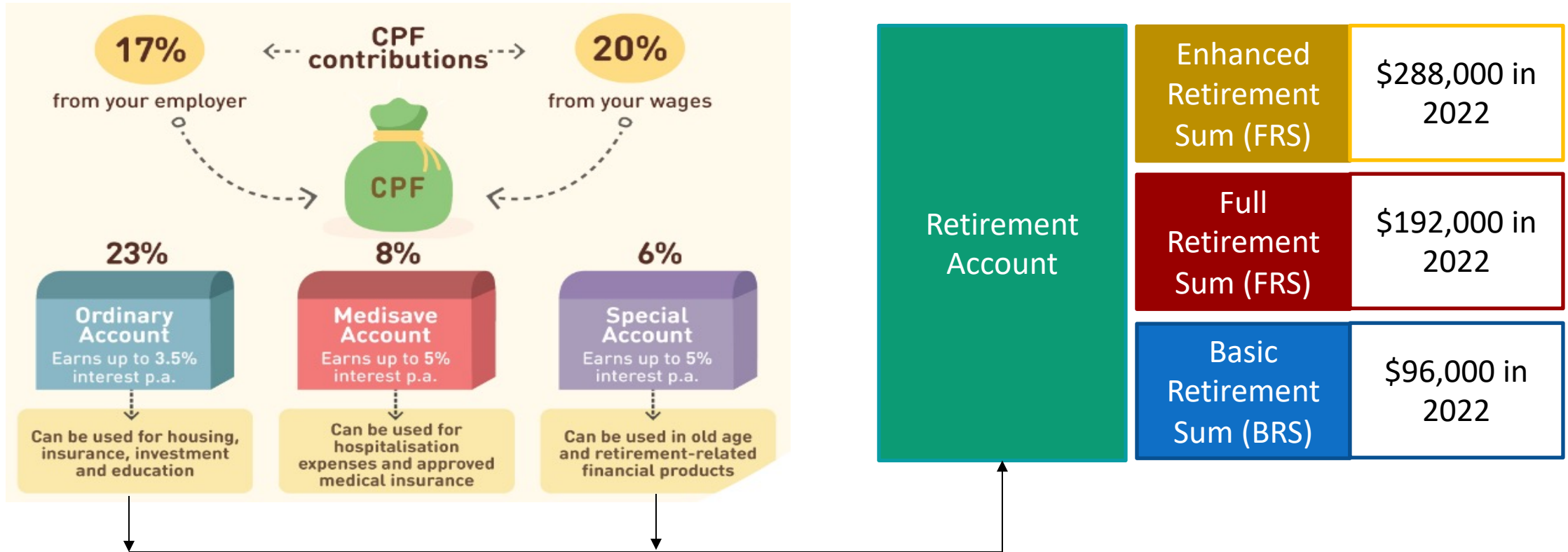


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# CPF Policies



# The Central Provident Fund system



On turning 55 the Ordinary and Special Account Balances are transferred to a Retirement Account

# Withdrawals and Payouts from CPF

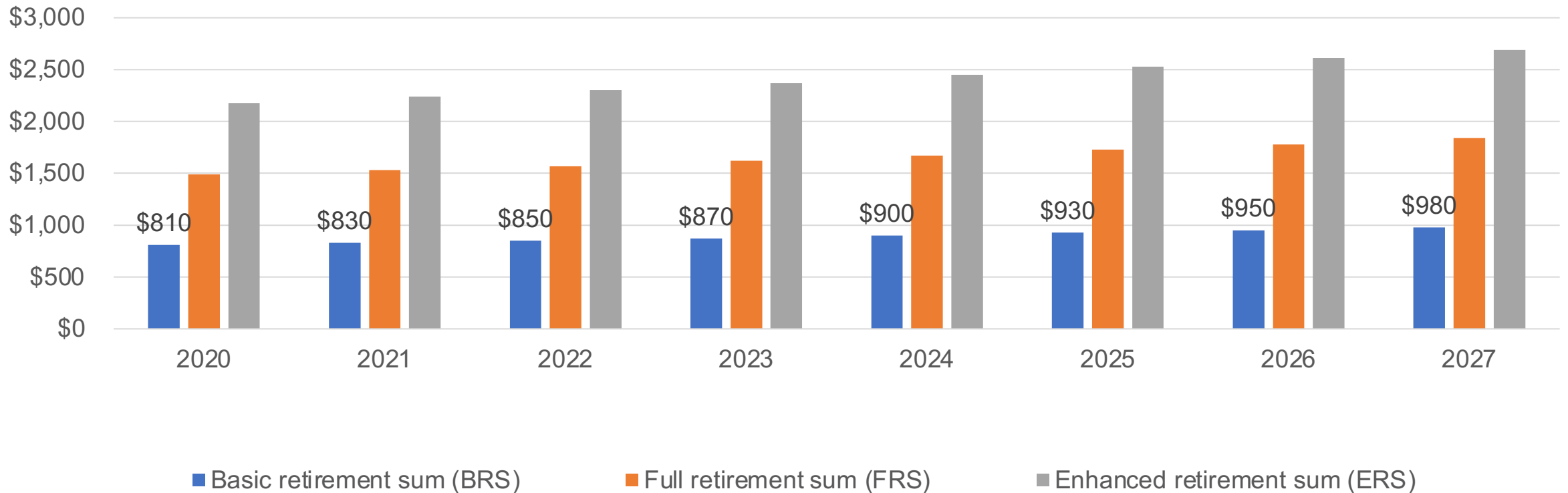
**When a CPF member turns 55, he/she can withdraw**

- \$5,000 or any Ordinary & Special Account savings above the Full Retirement Sum, whichever is higher and
- Any Retirement Account savings (except top-up monies, government grants and interest earned) above Basic Retirement Sum if the member owns a property

Source: <https://www.cpf.gov.sg/member/infohub/educational-resources/heres-what-cpf-members-are-doing-with-their-cash-withdrawals-after-age-55>

# Withdrawals and Payouts from CPF

## Estimated Monthly CPF Life Payouts at the various Retirement Sum levels



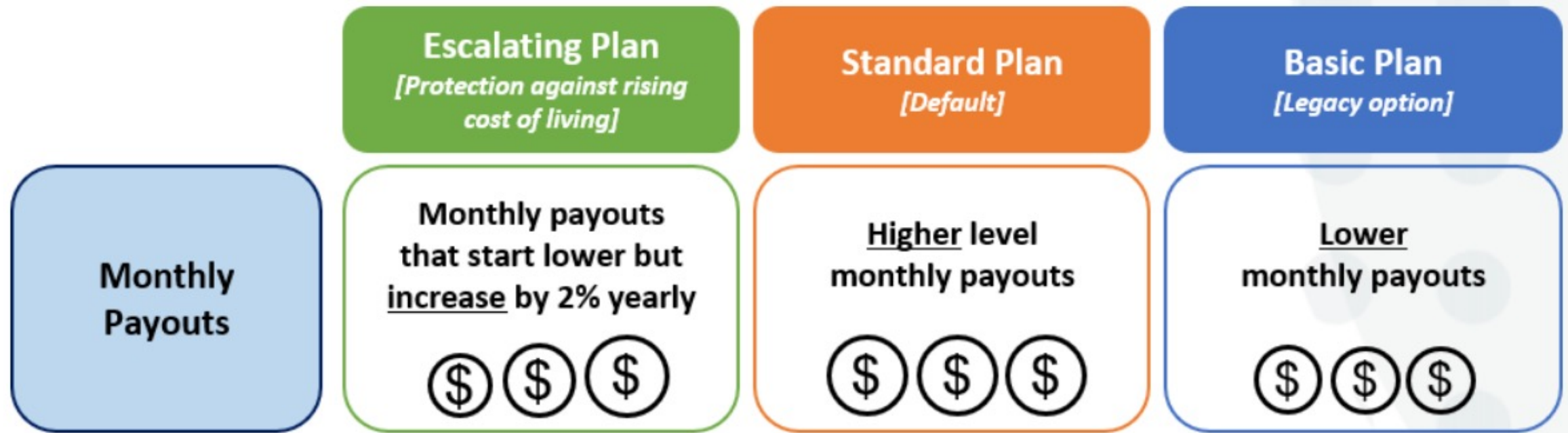
Source: <https://www.cpf.gov.sg/member/infocenter/news/cpf-related-announcements/budget-highlights-2022>

# Advance notice of BRS, FRS, ERS

- The BRS for members turning 55 in 2022 is \$96,000 (~\$850 in monthly payouts). The Government announced the Basic Retirement Sum (BRS) for CPF members turning 55 in 2023 to 2027 at Budget 2022.
- The BRS increases yearly to take into consideration inflation, rising standards of living, and longer life expectancy for successive cohorts of seniors in retirement. Members will be informed ahead of time of their cohort BRS [see pg 9].
- CPF has an online tool you can use to estimate how much you need to set aside to receive your desired monthly payouts:  
<https://www.bereadywithcpf.gov.sg/tools/getthe-monthly-payouts-you-want/>

# Three payout plans for CPF Life

## How does each CPF LIFE plan work?



Source: <https://www.cpf.gov.sg/member/faq/retirement-income/monthly-payouts/how-does-each-cpf-life-plan-work->

# Other Uses of CPF

- Your CPF helps you save for your home ownership, healthcare protection, and retirement income needs.
- You can also use your CPF savings for other needs
  - **Insurance**, via the Dependents' Protection Scheme, the Home Protection Scheme
  - **Investments**, via the CPF Investment Scheme-Ordinary Account / CPF Investment Scheme-Special Account (CPFIS-OA/CPFIS-SA)
  - **Education** (read more about the CPF Education Loan Scheme) - CPF transfers to loved ones

# Opting out of CPF

**A CPF member can apply to be exempted from setting aside the RA, and can withdraw all CPF retirement savings if**

- 55 years and above, and
- Receiving monthly payouts from a private annuity or pension, and
- The member is the policy-holder and the sole insured person of the annuity policy.

Source: <https://www.cpf.gov.sg/member/infohub/educational-resources/heres-what-cpf-members-are-doing-with-their-cash-withdrawals-after-age-55>

Picture source: <https://www.greenroofs.com/projects/kampung-admiralty/>



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# Housing



# Housing for Seniors

- Proximity Housing Grant
  - For seniors to move closer to their children with purchase of a resale flat
    - \$30,000 to live with child
    - \$20,000 to live near child (within 4km)
    - New flat should have a lease of more than 20 years

Source: <https://www.hdb.gov.sg/cs/infoweb/residential/buying-a-flat/flat-and-grant-eligibility/couples-and-families/proximity-housing-grant-families>

# Housing for Seniors

## Short-lease 2-room Flexi Flats (formerly Studio Apartment)

- Lease from 15-45 years in 5-year increments
- Buyers and spouses must be 55 years and older
- Monthly Household Income ceiling of \$14,000
- Had not 2 or more subsidised housing; one of which was a Studio Apartment, short lease 2-room Flexi, or Community Care apartment
- Need to sell existing HDB flat



Buyers	What They Pay	40-Year Lease	15-Year Lease
Base Price		\$62,800	\$36,700
Second-timer Families	BTO price + Levy	\$79,900	\$46,700

Source: <https://www.hdb.gov.sg/residential/buying-a-flat/flat-and-grant-eligibility/seniors>

# Housing for Seniors

## Community Care Apartments— pilot at Bukit Batok

- Integrates senior-friendly housing with care services
- Integrated with gym, hawker centre, community garden
- Bukit Batok Polyclinic and Bukit Batok Care Home are near by
- Mezzanine floor for social organisations
- A community manager organises community events!

Source: <https://www.hdb.gov.sg/residential/buying-a-flat/finding-a-flat/types-of-flats/community-care-apartments>



# Housing for Seniors

Lease Tenure	Flat Price	Basic Service Package		Total	
		Full Upfront Payment	Partial Upfront + \$50 a month throughout flat lease	Flat price and Full Upfront Payment	Flat Price and Partial Upfront Payment + \$50 a month throughout flat lease
15 years	\$40,000	\$22,000	\$13,000	\$62,000	\$53,000
20 years	\$48,000	\$29,000	\$18,000	\$77,000	\$66,000
25 years	\$55,000	\$39,000	\$26,000	\$94,000	\$81,000
30 years	\$60,000	\$47,000	\$32,000	\$107,000	\$92,000
35 years	\$65,000	\$59,000	\$42,000	\$124,000	\$107,000

Source: <https://www.hdb.gov.sg/residential/buying-a-flat/finding-a-flat/types-of-flats/community-care-apartments>

# Housing for Seniors

## Lease Buyback Scheme

- Monetises the flat to receive a stream of income while still living in it
- All owners must be 65 and over
- One owner must be Singaporean Citizen
- Gross monthly income of \$14,000 or less
- At least 20 years of lease to sell to HDB
- Receive a bonus
- 1 owner: use proceeds to top up RA to FRS; 2 or more owners: top up to BRS

Source: <https://www.hdb.gov.sg/cs/infoweb/residential/living-in-an-hdb-flat/for-our-seniors/monetising-your-flat-for-retirement/lease-buyback-scheme>

Picture source: <https://www.touch.org.sg/about-touch/our-services/touch-active-ageing-homepage>



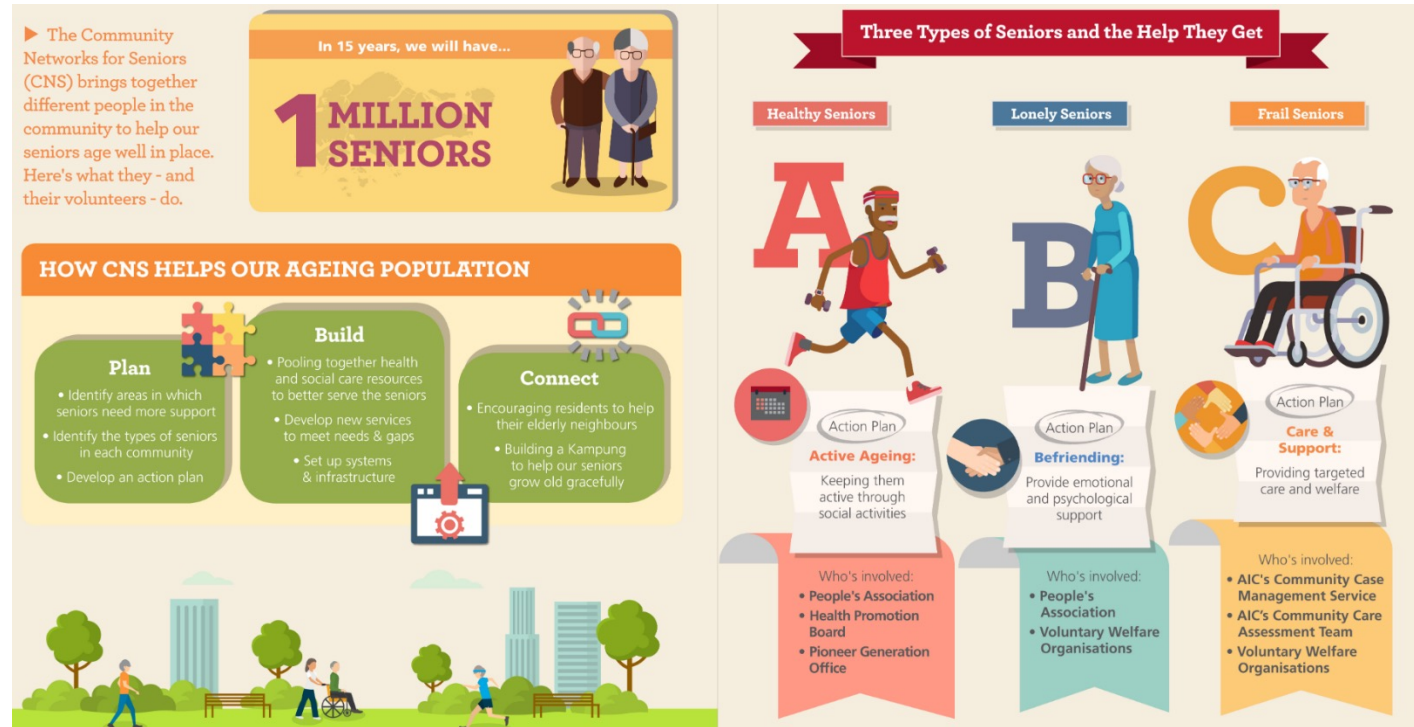
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# Community Life

# Social and Community Programmes

## Community Network for Seniors

- Support network involving government agencies, VWOs and volunteers
- Encourages active ageing, and helps lonely seniors find new friends
- Uses senior activity centres



# Social and Community Programmes

## Community Befriending Programme



- Visiting seniors in the neighbourhood
- Develop friendships



Source: <https://www.moh.gov.sg/ifeelyoungsg/our-stories/how-can-i-age-actively/volunteer/community-befriending-programme>



# Social and Community Programmes

## Centre for the Third Age

- An agency promoting active ageing in Singapore through public education, outreach and partnerships.
- C3A is the administrator of National Silver Academy (NSA) and the Silver Volunteer Fund (SVF), as part of the initiatives under the Action Plan for Successful Ageing.



Source: <https://www.c3a.org.sg/about-us>

# Social and Community Programmes

## Senior Citizens' Executive Committees

- The People's Association's Senior Citizens' Executive Committees is the largest seniors' network in Singapore.
- The SCECs organises a wide range of activities for seniors to enrich their lives. These include, sports, dance, picking up new language, cooking, and computer technology.



People's Association

Source: <https://www.pa.gov.sg/our-programmes/active-ageing>

# Live Well, Age Well



- The 'Live Well, Age Well' programme has been gradually rolled out in the community nationwide from May 2022 with activities offered at designated Community Centres, and complemented by Residents' Corners, Eldercare Centres and faith-based organisations, Download HPB's Healthy 365 mobile application to register for the various programmes. More information will be available on [livewellagewell.gov.sg](https://livewellagewell.gov.sg).

Source: <https://www.aic.sg/caregiving>



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# Caregiver Support



# CAREGIVER SUPPORT

Provide caregivers with accessible care options by expanding capacity for aged care services

Defray costs of caregiving with subsidies and grants

## Care Navigation



### Workplace Support

- Work-Life Grant (WLG) to encourage flexible work arrangements
- **NEW!** MOM is exploring increases to the WLG budget
- Tripartite Standard (TS) on Flexible Work Arrangements; TS on Unpaid Leave for Unexpected Care Needs
- Adapt and Grow initiative to provide employment facilitation and support for jobseekers



### Care Navigation

- **NEW!** 4 more AICare Links in the community for information and referral, up from existing 8
- Singapore Silver Pages ([www.silverpages.sg](http://www.silverpages.sg)) and Singapore Silver Line (1800-650-6060) for one-stop information and resources
- **NEW!** Digital platforms to facilitate access to services/healthcare items and end-of-life planning



### Financial Support

- Seniors' Mobility and Enabling Fund to defray costs of assistive devices and home healthcare items
- Caregivers Training Grant (\$200/yr) to equip caregivers with skills
- Foreign Domestic Worker (FDW) concessionary levy rate of \$60/mth
- **NEW!** Home Caregiving Grant (\$200/mth) to defray caregiving expenses (replaces current FDW Grant of \$120/mth)
- **NEW!** Expand use of MediSave to pay for sibling's healthcare expenses



### Caregiver Respite Services

- Respite services at senior care centres and nursing homes
- **NEW!** Pre-enrolment pilot for respite services to shorten activation time
- **NEW!** Night respite pilot for caregivers of clients with dementia
- **NEW!** Home-based respite for caregivers of end-of-life cancer patients



### Caregiver Empowerment & Training

- **NEW!** Evolve community outreach teams to support caregivers' socio-emotional needs
- **NEW!** More peer support networks in Dementia-Friendly Communities and community support for caregivers
- **NEW!** Standardised Caregiver Training Courses based on seniors' mobility condition, and early training for FDWs



For more information, visit [www.moh.gov.sg/caregiver-support](http://www.moh.gov.sg/caregiver-support)

# Workplace Support

- Work-Life Grant (WLG)
  - Pre-COVID 19 Circuit Breaker: Incentive of \$2000 (per local employee) to employers to adopt Flexible Work Arrangements (FWA)
  - FWA: Flexi-load (part time/job-sharing), Flexi-time (staggered hours/compressed work week), Flexi-place (telecommuting)
  - Plans to increase WLG budget
- Tripartite Standards (TS) on FWA under TAFEP
  - To support employees' work-life needs

**TS** FLEXIBLE WORK ARRANGEMENTS  
Tripartite Standards

**5 PRACTICES TO SUCCESSFULLY IMPLEMENT FLEXIBLE WORK ARRANGEMENTS AT YOUR WORKPLACE**

Flexible Work Arrangements (FWAs) contribute to a supportive and conducive work environment, and they benefit both employers and employees.



By adopting the Tripartite Standard on Flexible Work Arrangements, you can better attract and retain employees whilst allowing nimble manpower deployment. Your employees can become more productive and achieve good work and personal outcomes.

**To find out more and to adopt this Tripartite Standard, visit [tafep.sg](http://tafep.sg)**

- 01** **Appoint a member of senior management to champion FWAs.**  
A member of senior management is appointed as a FWAs Champion to advocate FWAs adoption at the workplace.
- 02** **Offer FWAs to employees.**  
FWAs may include Telecommuting, Staggered Time and Part-Time Work among many others.
- 03** **Employees can request for FWAs offered by the company.**  
They are informed about the types of FWAs offered, the process to request for them, and the expectations on usage.
- 04** **Outcomes of FWA applications are promptly communicated and documented.**  
If the FWA application cannot be granted, reasons should be shared and where possible, discuss suitable alternatives.
- 05** **Supervisors are trained to evaluate FWA applications.**  
Supervisors should evaluate employees' FWA applications objectively based on the needs of the job and employees suitability. They should set work expectations, manage and appraise employees who are on FWAs fairly based on work outcomes.

**LET TRIPARTITE STANDARDS BE YOUR EMPLOYMENT STANDARD**

# Financial Support & Caregiver Training

- Seniors' Mobility and Enabling Fund (Tiered based on household income)
- Foreign Domestic Worker Concessionary Levy (\$60/month)
- Home Caregiving Grant (\$200/month) 
- Expanded use of MediSave to pay for siblings' medical expenses 
- Caregivers Training Grant (\$200/year)
  - E.g. Dementia-related Caregiving, Training for Foreign Domestic Workers

### "Good Enough" Caregiving (Home Based)

- Home Based
- 1.5 hrs
- English
- Please check with the provider to schedule a time for the training

\$\$210.00

[View Course Details](#)



### "He Ain't Heavy" - The Call of Caregiving (Home Based)

- Home Based
- 1.5 hrs
- English
- Please check with the provider to schedule a time for the training

\$\$210.00

[View Course Details](#)



### A Caregiver's Guide to Dementia

- Class Based
- 8.5 hrs
- English
- Please check with provider for the training schedule

\$\$224.70

[View Course Details](#)



### ABCs of Caregiving Set A

- Home Based
- 3 hrs
- Bahasa Indonesia, Burmese, English, Malay, Mandarin
- Please check with provider for the training schedule

\$\$200.00

[View Course Details](#)

### ABCs of Caregiving Set A

- Home Based
- 3 hrs
- English, Malay, Mandarin
- Please check with provider for the training schedule

\$\$200.00

[View Course Details](#)

### ABCs of Caregiving Set B

- Home Based
- 3 hrs
- Bahasa Indonesia, Burmese, English, Malay, Mandarin
- Please check with provider for the training schedule

\$\$200.00

[View Course Details](#)



Picture source: All Saints Home, <https://worldincare.com/blog/care-home/all-saints-home/>



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# Capacity-Building

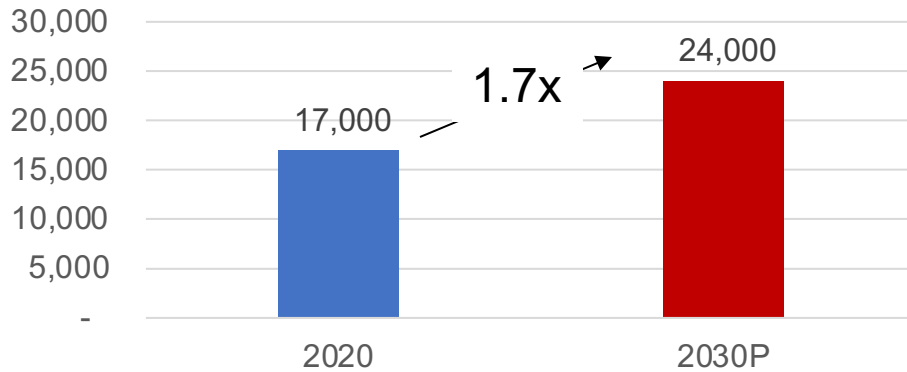
# Comparative Long-Term Care Statistics

		Singapore	Australia	Japan	Korea
<b>Population</b>	Elderly population (aged 65+) in millions	0.5	3.6	33.1	6.6
	Elderly as % of population	12%	15%	26%	13%
<b>LTC Capacity</b>	Total Capacity (beds/places) per 1,000 elderly	51	76	136	72
	Institutional beds per 1,000 elderly	27	55	24	24
	Non-residential places per 1,000 elderly	24	21	112	48
<b>LTC Workforce</b>	Total LTC workers per 1,000 elderly	27	71	59	33

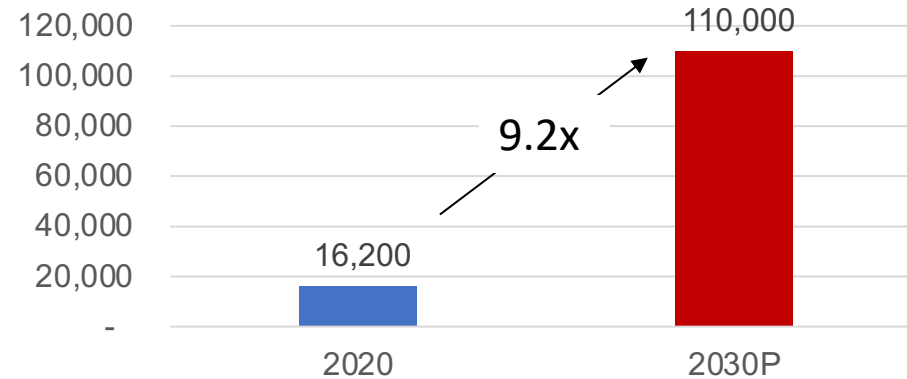
Note: Singapore data is 2016, other countries are 2015. \* Israel data on Institutional beds per 1,000 elderly is 2008 (Brodsky et al, 2010) Source: OECD Health Statistics 2018, United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision.

# Ramping up Long-Term Care capacity

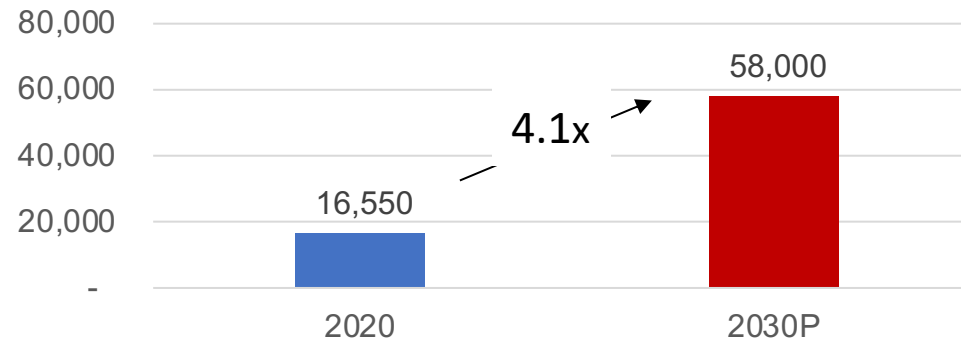
**Institutional Bed Capacity required to match Japan's 2015 levels by 2030**



**Home and Day Care Capacity required to match Japan's 2015 levels by 2030**




**Number of Long-term Care Workers required to match Japan's 2015 levels by 2030**



Source: Ministry of Health for 2020, IPS projections for 2030

# Health and Care

PROJECTS	 COST
<b>Subsidised medical and aged care services</b>	\$8.3 billion (43% of 2022 healthcare budget)
<b>Taman Jurong Nursing Home</b>	\$4.8 million (2022) Total projected cost: \$54 million
<b>Ang Mo Kio Nursing Home</b>	\$0.2 million (2022) Total projected cost: \$36 million
<b>Senja Polyclinic, Senior Care and Nursing Homes</b>	\$2.3 million (2022) Total projected cost: \$86 million

# PGP and MGP are endowment funds specific to defined cohorts



- Not permanent schemes to which future cohorts are entitled, any funds left over when the last of the Pioneer/Merdeka generations pass on will go back to the reserves
- PGP and MGP are already “paid for” – funds (\$14.4 billion in total set aside in endowment funds in previous Budgets)

Picture source: shutterstock.com

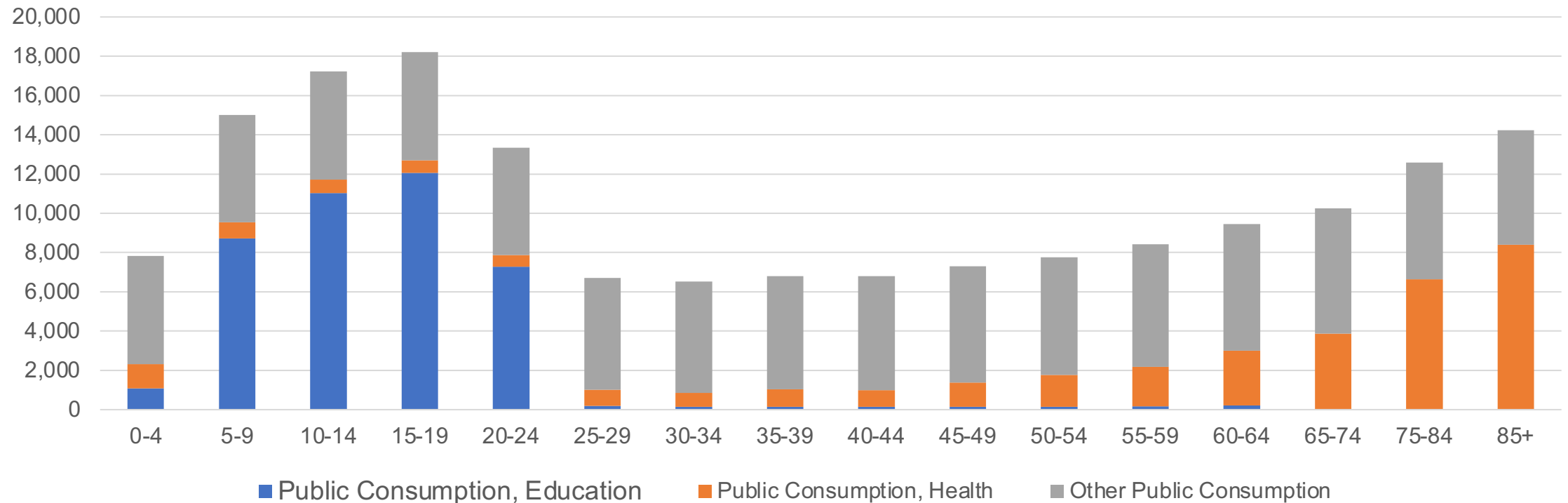


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# Public Finances, Taxes and Paying for Ageing-Related Policies

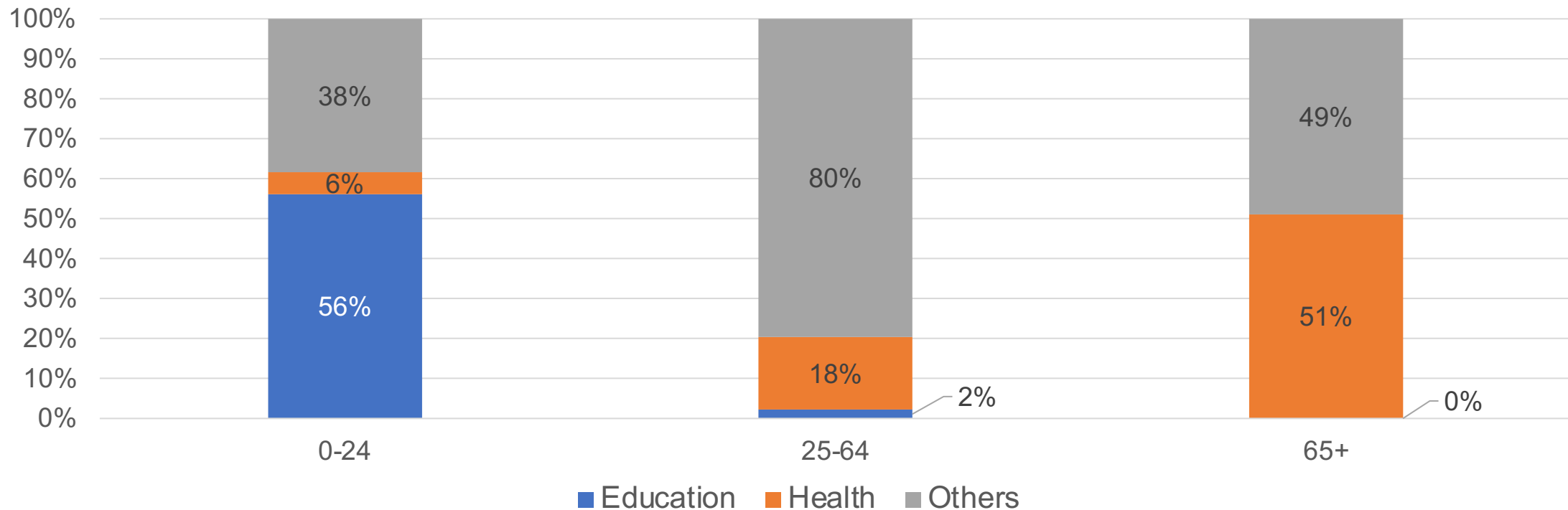
# Government Expenditure by Age Group

Public Consumption (Expenditure) per capita by age group, 2013 (\$)



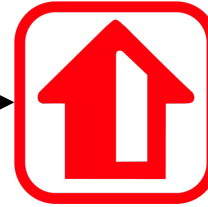
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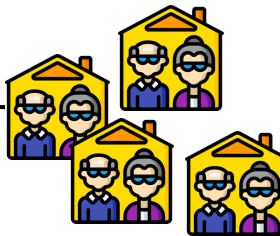
# Public Housing Development Financing



**HOUSING &  
DEVELOPMENT  
BOARD**



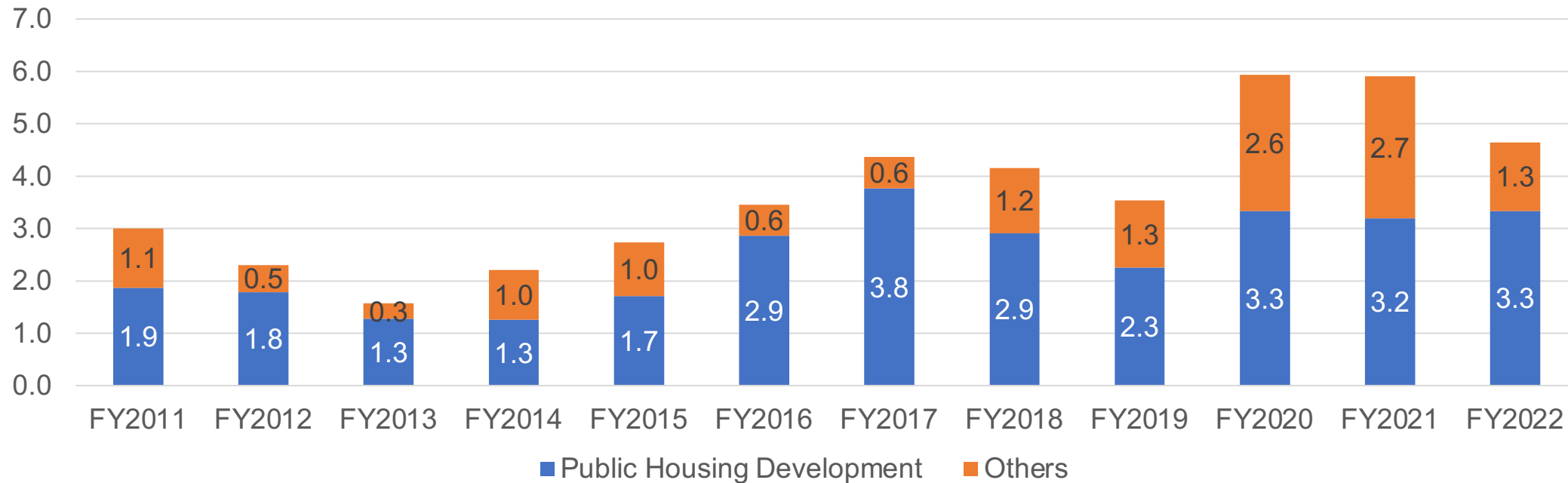
At the end of the lease,  
the property is  
returned to the  
government



On 99-year lease terms

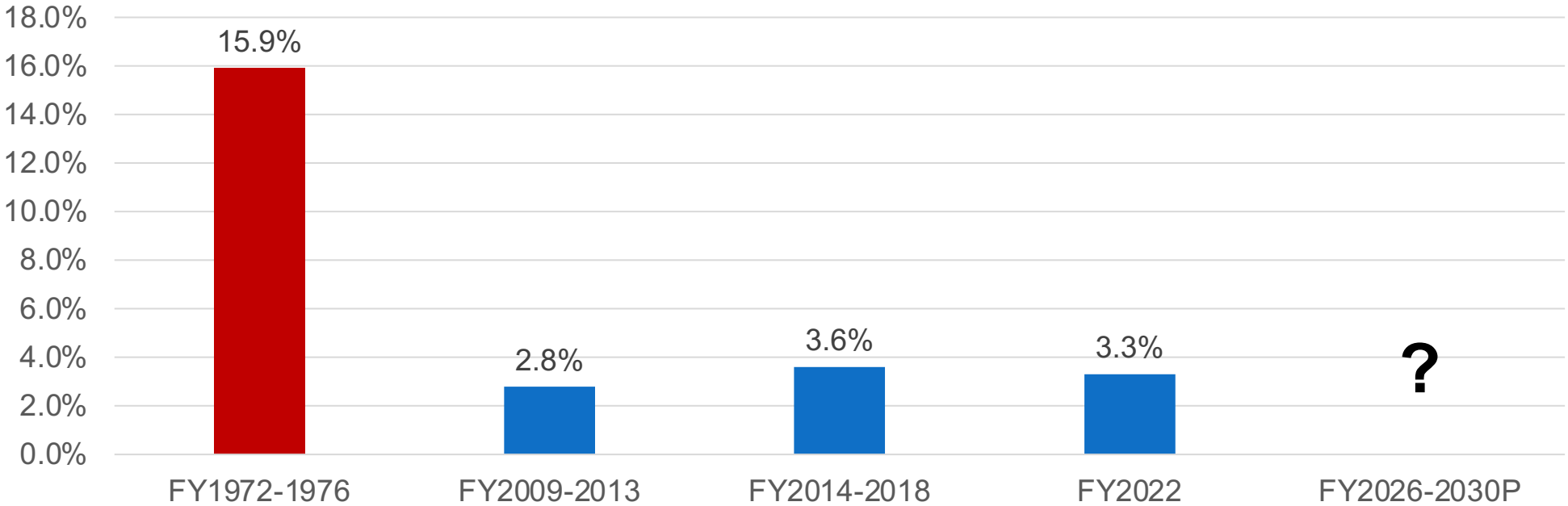
# Public Expenditure on Public Housing

Ministry of National Development Budget, 2011-2022 (\$ billions)



# Public Expenditure on Public Housing

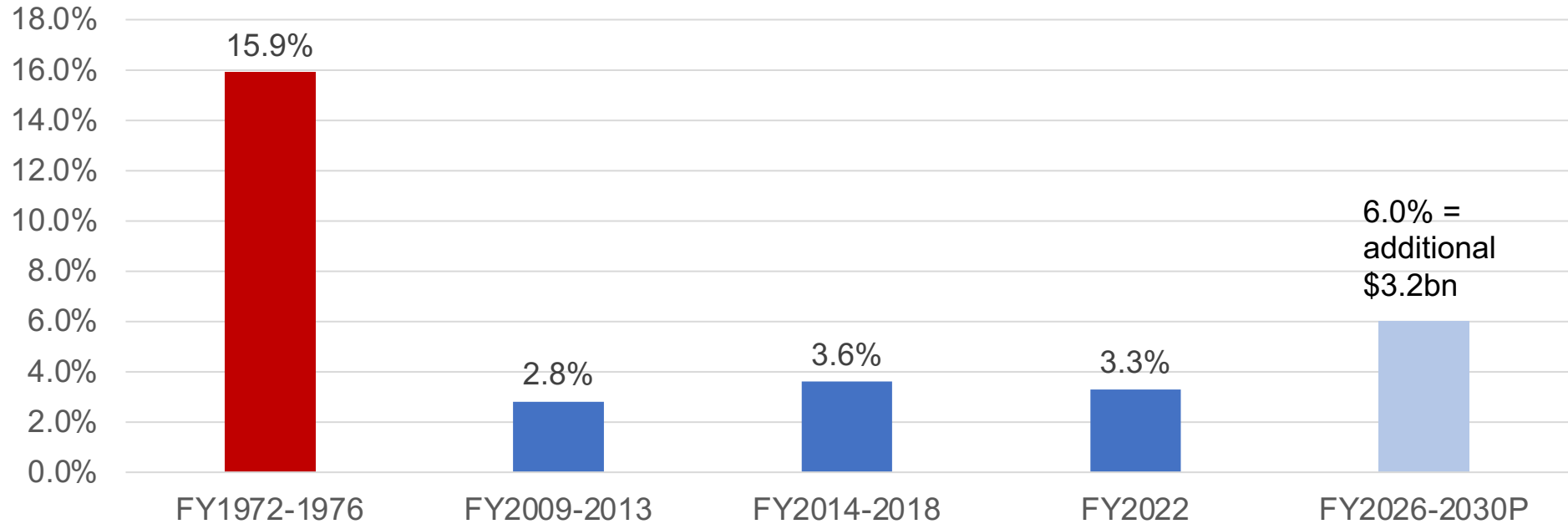
Average public housing budget as % of total government budget expenditure



Source: MoF Budget websites for the relevant years FY2009-2022, Singapore Parliamentary Reports on the Annual Budget Statements for the period FY1972-1976

# Public Expenditure on Public Housing

Average public housing budget as % of total government budget expenditure

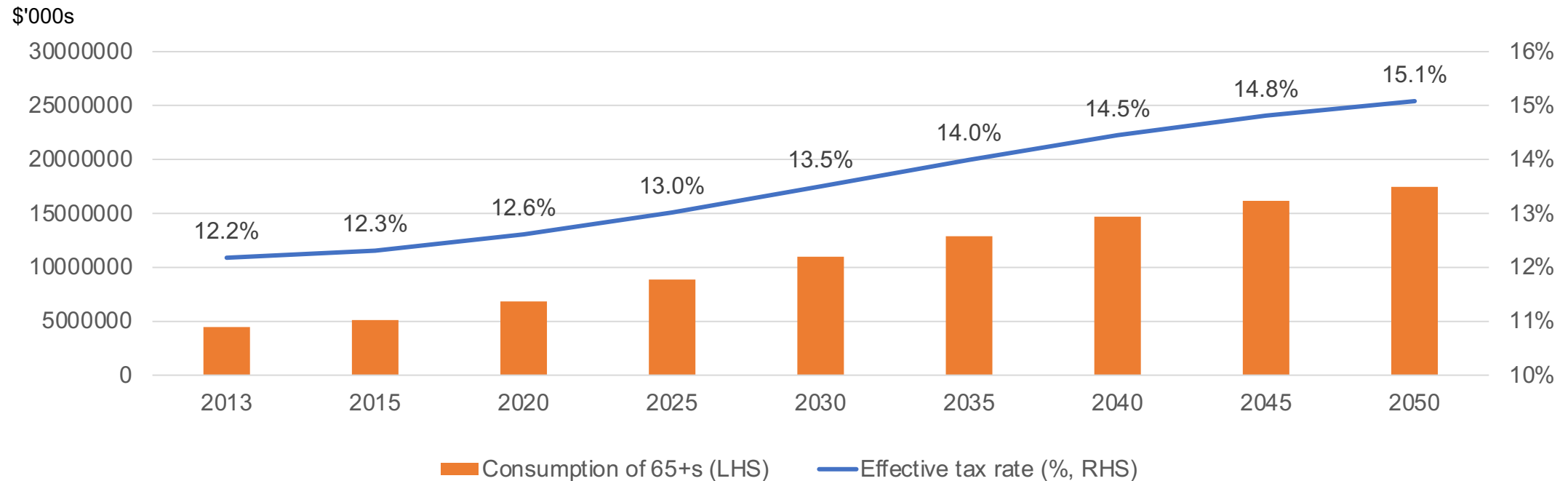


Source: MOF Budget websites for the relevant years FY2009-2022, Singapore Parliamentary Reports on the Annual Budget Statements for the period FY1972-1976, MOF Budget Archives

# Government Expenditure on Ageing-Related Policies

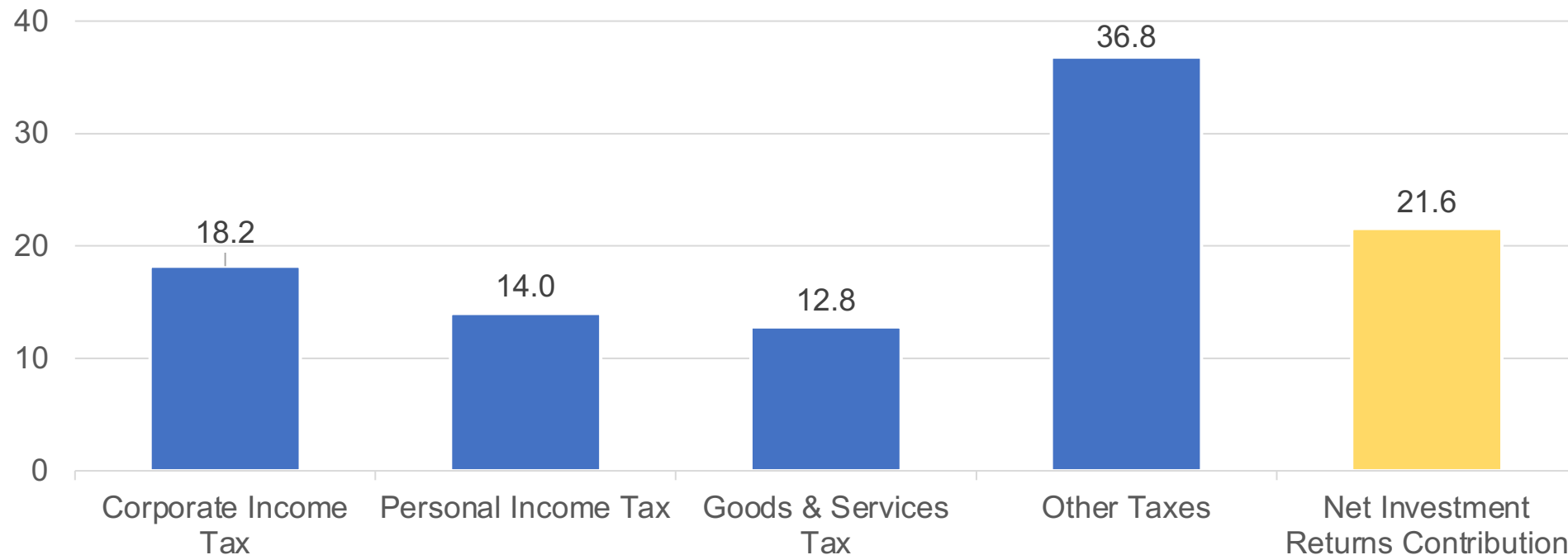
## Social Development Expenditure by Government Budgets 2011, 2019 and 2022 (\$ billions)

Projected public expenditure on 65+s and effective tax rates 2013-2050



# The different taxes raised to pay for government programmes

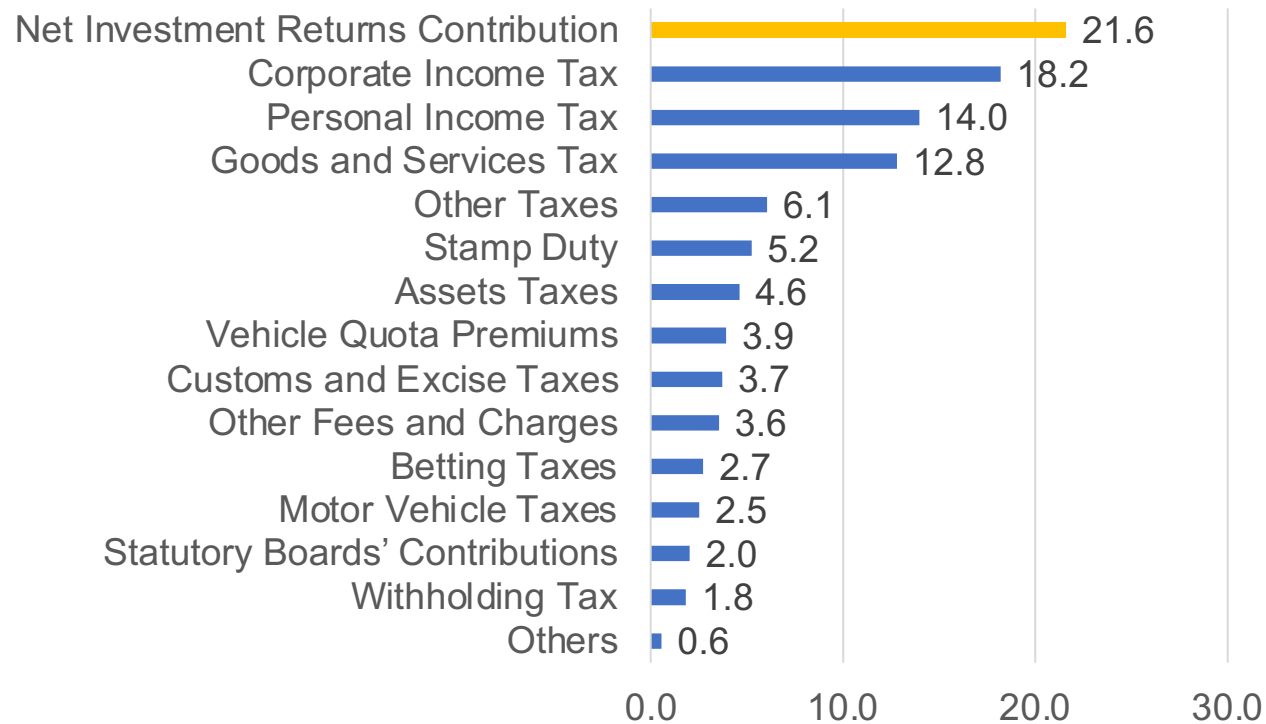
Government Revenue Sources in Budget 2022 (\$ billions)



Source: Ministry of Finance, [www.singaporebudget.gov.sg](http://www.singaporebudget.gov.sg)

# The different taxes raised to pay for government programmes

## Government Revenue Sources in Budget 2022 (\$ billions)



## The big three taxes:

- Corporate Income Tax (\$18.2 billion)
- Personal Income Tax (\$14.0 billion)
- Goods & Services Tax (\$12.8 billion)