

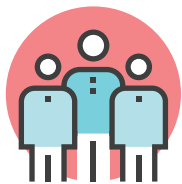
WORKPRO

ENCOURAGE EMPLOYERS TO IMPLEMENT PROGRESSIVE EMPLOYMENT PRACTICES TO BENEFIT SINGAPOREANS THROUGH JOB REDESIGN, AGE MANAGEMENT PRACTICES AND FLEXIBLE WORK ARRANGEMENTS



HOW WORKPRO BENEFITS EMPLOYERS

1



**ADOPT
GOOD AGE
MANAGEMENT
PRACTICES**

2



**SUPPORT
JOB REDESIGN**

3



**ADOPT
FLEXIBLE WORK
ARRANGEMENTS**



WHO CAN REGISTER FOR WORKPRO?



Any company **REGISTERED OR INCORPORATED IN SINGAPORE** including societies and non-profit organisations such as charities and voluntary welfare organisations



WHAT DOES WORKPRO COVER?

AGE MANAGEMENT GRANT UP TO S\$ 20,000 /COMPANY	JOB REDESIGN GRANT UP TO S\$ 300,000 /COMPANY		WORK-LIFE GRANT UP TO S\$ 160,000 /COMPANY OVER THREE YEARS
	80% OF COSTS OR UP TO S\$ 20,000 /WORKER* WHICHEVER IS LOWER	RIDER 80% OF COSTS NETT EXISTING GOVERNMENT GRANTS OR UP TO S\$ 20,000 /WORKER* WHICHEVER IS LOWER	

* \$10,000 PER WORKER AGED 50 TO 59 YEARS OLD
\$20,000 PER WORKER AGED ≥60

THE AGE MANAGEMENT GRANT HELPS EMPLOYERS ADOPT AGE-FRIENDLY PRACTICES

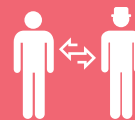
AGE MANAGEMENT IN PRACTICE



FAIR APPRAISAL SYSTEM based on
EMPLOYEE'S PERFORMANCE



FAIR EMPLOYMENT POLICY with
NO DISCRIMINATION



MULTI-GENERATIONAL BUDDY SYSTEM
to **FACILITATE CROSS-GENERATIONAL COMMUNICATION**



DESIGN for
OPTIMAL WORKING CONDITIONS



INTEGRATE TRAINING PLANS with **CAREER DEVELOPMENT**



RE-EMPLOYMENT
to **MAXIMISE WORKING LIFE**

THE JOB REDESIGN GRANT CREATES
EASIER, SAFER AND SMARTER JOBS FOR WORKERS AGED ≥50

JOB REDESIGN IN PRACTICE







 DOOR HANDLES FOR EASIER GRIP	 LARGER FONT SIZE TO REDUCE EYE STRAIN	 ANTI-SLIP MATS TO PREVENT FALLS	 MACHINERY TO LIFT HEAVY ITEMS	 MOTORIZED EQUIPMENTS TO MINIMISE WALKING	 AUTOMATE INVENTORY MANAGEMENT FOR EASE OF STOCK TAKING
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ILLUSTRATION ON JOB REDESIGN GRANT AND JOB REDESIGN (RIDER) COMPUTATION

QUALIFYING PROJECT COST S\$ **500,000**

NO. OF WORKERS BENEFITTING FROM PROJECT:
10 WORKERS AGED 50–59 YEARS & 8 WORKERS AGED >60 YEARS

JOB REDESIGN GRANT	JOB REDESIGN (RIDER)
<p><u>OTHER GOVERNMENT SCHEME</u></p> <p>NOT APPLICABLE</p> <p><u>JOB REDESIGN GRANT</u></p> <p>(A) $80\% \times S\\$500,000 = S\\$400,000$ (CAPPED AT S\$300,000)</p> <p>----- OR -----</p> <p>(B) $(10 \times S\\$10,000) = S\\$100,000$ + $(8 \times S\\$20,000) = S\\$160,000$</p> <p>TOTAL S\$260,000</p> <p>(A) OR (B) WHICHEVER IS LOWER</p>	<p><u>OTHER GOVERNMENT SCHEME*</u></p> <p>$70\% \times S\\$500,000 = S\\$350,000$ (ASSUMING THE PROJECT IS FUNDED AT 70% OF QUALIFYING COST)</p> <p><u>JOB REDESIGN (RIDER)</u></p> <p>(A) $10\% \times S\\$500,000 = S\\$50,000$</p> <p>(AS 70% OF QUALIFYING COST IS ALREADY FUNDED, THE JOB REDESIGN (RIDER) CAN TOP UP ANOTHER 10% TO MAKE UP TO A TOTAL FUNDING OF 80%)</p> <p>----- OR -----</p> <p>(B) $(10 \times S\\$10,000) = S\\$100,000$ + $(8 \times S\\$20,000) = S\\$160,000$</p> <p>TOTAL S\$260,000</p> <p>(A) OR (B) WHICHEVER IS LOWER</p> <p>* JOB REDESIGN (RIDER) CAN PROVIDE A TOP-UP TO PROJECTS FUNDED UNDER THE INCLUSIVE GROWTH PROGRAMME (IGP) AND THE CAPABILITY DEVELOPMENT GRANT (CDG), IF THE PROJECTS LEAD TO POSITIVE IMPACTS ON WORKERS AGED ≥50.</p>
<p>FUNDING RECEIVED S\$ 260,000 (52% OF PROJECT COST)</p>	<p>FUNDING RECEIVED S\$350,000 (CDG) + S\$50,000 (JOB REDESIGN (RIDER)) = S\$ 400,000 (80% OF PROJECT COST)</p>

COMPANIES MAY EMBARK ON MORE THAN ONE PROJECT, SUBJECT TO AN OVERALL CAP OF S\$ **300,000** /COMPANY

**THE WORK-LIFE GRANT HELPS EMPLOYERS IMPLEMENT
AND SUSTAIN A FLEXIBLE WORKPLACE CULTURE**

FLEXIBLE WORK ARRANGEMENTS IN PRACTICE



TELECOMMUTING
lets workers
**WORK OUTSIDE
OF THE OFFICE**



**STAGGERED START
& END TIMES** let
workers **VARY THEIR
WORKING TIMES**



**COMPRESSED WORK
WEEK** lets workers
work **THE FULL HOURS**
in **FEWER DAYS**



TIME BANKING
lets workers
**ACCUMULATE
EXTRA HOURS
WORKED AS
TIME-OFF IN-LIEU**



ROTATING SHIFTS
let workers
**CHOOSE THEIR
PREFERRED SHIFTS**



PART-TIME WORK
lets workers work
**FOR LESS THAN
35 HOURS A WEEK**



WHERE TO REGISTER FOR WORKPRO?

CONTACT **National Trade Union Congress (NTUC)**
AT **6213 8383** OR EMAIL **workpro@ntuc.org.sg**
OR **Singapore National Employers Federation (SNEF)**
AT **6290 7694** OR EMAIL **workpro@snef.org.sg** OR VISIT
www.wsg.gov.sg/WorkPro TO FIND OUT MORE.