

JOB REDESIGN CENTRE OF EXCELLENCE FACTSHEET

[FOR PUBLIC INFORMATION]

Role and Purpose of Job Redesign Centre of Excellence (JRCoE)

1. Workforce Singapore (WSG), in collaboration with the Institute for Human Resource Professionals (IHRP), launched the Job Redesign Centre of Excellence (JRCoE) to serve as a one-stop centre to equip enterprises with the capability to embark on their business and workforce transformation journey through job redesign. The JRCoE seeks to enable enterprises through job redesign, uplifting the workforce, and creating higher value jobs. This initiative enhances the existing job redesign ecosystem through its three strategic pillars of Thought Leadership, Capability Development, Advocacy and Action.
2. Leveraging the wider community of HR Professionals, the JRCoE supports enterprises in their transformation efforts by providing industry-relevant expertise and resources for enterprises to conduct job redesign for their workforce. Under this initiative, IHRP will develop resources to facilitate adoption of job redesign (i.e. step-by-step sectoral playbooks, capability development workshops). As an advocate for job redesign, the JRCoE will also promulgate HR and job redesign best practices across its network of HR professionals to accelerate enterprise transformation.
3. The JRCoE will be guided by a Job Redesign Expert Panel who would provide strategic oversight to support the advancement and adoption of job redesign in Singapore. This panel consists of leaders from Ministry of Manpower (MOM), National Trades Union Congress (NTUC), Singapore National Employers Federation (SNEF), academics, and industry-recognised professionals from the HR, legal and business community.

What is Job Redesign?

4. Job redesign refers to the restructuring of work tasks and responsibilities to optimise processes and workforce allocation for improved productivity, and to better support business transformation priorities. It aims to create higher value jobs that are more fulfilling for employees and that contribute more effectively to the business's goals.

How does Job Redesign benefit businesses and employees?

5. Job redesign supports business transformation in several ways, such as:
- Increased agility to respond to changes in the market and better customer satisfaction
 - Improved productivity and cost savings
 - Improved ability to attract and retain talent

For the employees, the outcomes and benefits of job redesign can include:

- Enhanced skills and capabilities
- Better job satisfaction and improved employee engagement

Clarifying Common Misconceptions on Job Redesign

6. Job redesign is not...
- Expanding or amending the job scope without an increase in job value/attractiveness
 - Pure upskilling or technology adoption to improve productivity where there is no impact on job scope
 - Staff promotion or temporary changes in job scope
 - Only for low-skilled or low-wage workers: All job levels have the potential to benefit from job redesign
 - A redundancy exercise: The goal is not to reduce the number of employees but to make jobs more efficient, effective and meaningful for employees by optimising work processes and workforce allocation. In some cases, job redesign may even result in new job positions being created

Objectives of JRCoE

7. The JRCoE aims to achieve the following key outcomes:
 - a. Build job redesign capabilities for the industry through capability development workshops, playbooks and job evaluation tools
 - b. Champion job redesign and broaden awareness of its benefits and importance in accelerating business transformation
 - c. Strengthen the national job redesign ecosystem through thought leadership and sharing of best practices
 - d. Serve as a horizontal aggregator in the JR ecosystem and facilitate the adoption of job redesign through the Trade Associations and Chambers (TACs) and the wider community of HR professionals

Forging Ahead with JRCoE

8. Key initiatives that JRCoE will focus on include:
 - Job redesign advocacy campaigns to encourage greater adoption of job redesign among enterprises
 - Development of Sectoral playbooks (starting with HR and retail sectors) to help enterprises adopt job redesign through a structured step-by-step approach
 - Workshops to equip enterprises and their HR teams with the knowledge and skills to embark on job redesign

Contact Us

7. If you are interested to find out more about JRCoE or embark on job redesign, you may contact jrcoe@ihrp.sg refer to <https://www.ihrp.sg/jrcoe/>

WHY SHOULD COMPANIES EMBARK ON A JOB REDESIGN JOURNEY?

Job Redesign (JR) will help unlock your business potential and accelerate your business growth!



Succeed in the new business norm

Strengthen your agility to succeed and adapt in the new business norm with JR.



Attract a wider talent pool

In a tight labour market, employers can consider those from other sectors or occupations, and untapped pockets of the workforce.

Introducing the Job Redesign Centre of Excellence (JRCoE)



JRCoE will play 4 key roles to help enterprises succeed in transforming the workforce and jobs

1 Build JR capabilities for the industry

Develop consistent sectoral frameworks, create a central resource for JR, and offer thought leadership to share best practices that further enhance the field.

2 Strengthen the national JR ecosystem

Complement existing efforts to provide more holistic JR support to enterprises.



3 Champion JR at a national level

Strengthen industry awareness about JR's impact on business success and transformation, and to correct misconceptions about JR.

4 Drive JR Adoption through industry partnerships

Get up to speed on how job redesign can help your organisation capture growth opportunities through our upcoming capability development workshops.



Kickstart your JR journey with the help of capability development workshops and JR playbooks (coming soon in 2024).

Email us at jrcoe@ihrp.sg