

SECURITY PRODUCTIVITY INITIATIVE (SPI) FREQUENTLY ASKED QUESTIONS (FAQs)

1.	What is the SPI?						
	<p>The SPI is a programme developed by Workforce Singapore (WSG) and introduced in September 2017 to facilitate security employers and security service buyers to transform and grow through job redesign (JR). This initiative is part of WSG's efforts to support the Security Industry Transformation Map (ITM)¹. (See WSG's Guide to Security Job Redesign - https://bit.ly/SecurityJR)</p> <p>Companies will be guided through three phases under the SPI - (1) Develop, (2) Implement and (3) Scale-up. Please refer to factsheet on SPI for more information.</p>						
2.	What are the benefits for joining the SPI Job Redesign Workshop?						
	<p>Participants will learn about job redesign, human capital best practices, ready-to adopt security technology solutions, and explore manpower-lean operating models to prepare for growth in the new economy.</p> <p>Participants will also learn about available funding support schemes which may support their JR project.</p> <p>Companies may also undergo a Human Capital Development (HCD) status check, and identify any gaps in the organisation to better recruit, retain and develop their talent. Suitable HCD initiatives would be recommended, for companies to develop and implement Human Resource systems, structures and processes.</p>						
3.	What are the eligibility criteria to participate in the SPI Job Redesign Workshop?						
	<p>The SPI job redesign workshop is open to security employers and buyers of security services (building owners & managing agents) who are keen to adopt technology to become manpower-lean and introduce progressive human capital practices through job redesign for their Security Officers.</p>						
4.	How can I sign-up for the SPI Job Redesign Workshop?						
	<p>For more information on the schedule and registration, please contact SNEF's representatives below:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Contact</th> <th>Email Address</th> <th>DID</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> ▪ Ms Shirlyn Tan ▪ Mr Darren Lim </td> <td> <ul style="list-style-type: none"> ▪ shirlyn_tan@snef.org.sg ▪ darren_lim@snef.org.sg </td> <td> <ul style="list-style-type: none"> ▪ 6827 6906 ▪ 6827 6930 </td> </tr> </tbody> </table>	Contact	Email Address	DID	<ul style="list-style-type: none"> ▪ Ms Shirlyn Tan ▪ Mr Darren Lim 	<ul style="list-style-type: none"> ▪ shirlyn_tan@snef.org.sg ▪ darren_lim@snef.org.sg 	<ul style="list-style-type: none"> ▪ 6827 6906 ▪ 6827 6930
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¹ Security Industry Transformation Map (ITM) - <https://www.mha.gov.sg/security-itm>

5.	My company is a Non-SME, can I participate in the SPI Job Redesign Workshop?
	Committed companies with clear implementation plan to create better quality jobs or higher value security job roles can participate in the SPI Job Redesign Workshop and tap on eligible funding support scheme.
6.	What funding support is available for the SPI Job Redesign Workshop?
	Companies will pay a subsidised course fee of \$300 (GST applicable) each for Singapore Citizens and Singapore Permanent Residents. For other participants, companies will pay the full fee of \$800 (GST applicable) each for the 2-day SPI Job Redesign Workshop.
7.	Can I nominate only one (1) representative for the SPI Job Redesign Workshop?
	Companies are encouraged to nominate two (2) representatives to ensure sustainability to see through the Job Redesign project implementation (SPI Phase 2) and subsequent scaling up to other sites (SPI Phase 3). If only one (1) representative is nominated, a management representative with overview of the financial, operations and human resource of the company is recommended.
8.	Can I implement any solutions for my Job Redesign Project?
	Companies are encouraged to implement at least one of the ready-to adopt security technology solutions for their Job Redesign project, aligned with the Industry Digital Plan (IDP) ² . To explore other Job Redesign solutions, please check with: <ul style="list-style-type: none"> • Singapore National Employers Federation (SNEF) workpro@snef.sg
9.	Are Job Redesign projects pre-approved for funding under the SPI?
	The projects are not pre-approved for funding. Companies applying for any funding support will have to obtain the funding approval from the respective funding agency <u>before confirming any purchase</u> . Failing which, the project would not qualify for funding support.
10.	How can I find out more information on SPI and available funding support for Job Redesign projects?
	Please contact Workforce Singapore (WSG) at: WSG_Biz_Services@wsg.gov.sg

² Security Industry Digital Plan (IDP) - <https://www.imda.gov.sg/security-idp>