

FACTSHEET ON SECURITY PRODUCTIVITY INITIATIVE (SPI)

The Security Productivity Initiative (SPI) was introduced in September 2017 and aims to partner security companies to transform and grow through job redesign. Please refer to **Annex A** for more information on the Security Productivity Initiative.

2. Participants will receive support to become more manpower-lean through technology adoption, and create better quality jobs through human capital best practices. This initiative is part of WSG's efforts to support the **Security Industry Transformation Map (ITM)**¹.

3. The SPI identified five (5) ready-to-adopt security technology solutions which were validated with industry stakeholders and applicable across different property types. These solutions are also aligned with the **Security Industry Digital Plan (IDP)**² for security companies to digitalise and develop new operating models. Please refer to **Annex B** for more information on the five ready-to-adopt security technology solutions.

4. SPI will guide companies to implement security technology through a structured Job Redesign (JR) framework and proven methodology to achieve manpower-lean operations and create age-friendly workplaces with available Government support of **up to 80% of project cost**. Please refer to WSG's [Guide to Security Job Redesign](https://bit.ly/SecurityJR) for more information:-
<https://bit.ly/SecurityJR>

5. Companies may also receive assistance on their Human Capital Development (HCD) efforts and identify any gaps to better recruit, retain and develop their talent.

6. WSG is partnering Singapore National Employers Federation (SNEF) to deliver the **2-day SPI Job Redesign Workshop**. Through the workshop, participating companies will embark on a job redesign project, identify human capital best practices and gain access to fast-track their WorkPro Job Redesign Grant (JRG) application, or tap on pre-approved solutions. Please refer to **Annex C** for more information on WorkPro JRG.

7. WSG targets to support up to 50 security stakeholders under the SPI. In addition to JR project funding, WSG provides course fee funding support to employers participating in the 2-day SPI Job Redesign Workshop conducted by SNEF.

Eligibility Criteria

8. The SPI Job Redesign Project Funding and 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.

¹ Security Industry Transformation Map (ITM) - <https://www.mha.gov.sg/security-itm>

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

9. Companies are encouraged to attend the 2-day SPI Job Redesign Workshop and nominate two representatives - (1) Project Sponsor (Management Representative³) and (2) Project Lead to see through the project implementation.

10. 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.

Contact

- For more information on the SPI Job Redesign Workshop, please contact SNEF's representatives at:

Contact	Email Address	DID
<ul style="list-style-type: none">Ms Shirlyn TanMr Darren Lim	<ul style="list-style-type: none">shirlyn_tan@snef.org.sgdarren_lim@snef.org.sg	<ul style="list-style-type: none">6827 69066827 6930

- For more information on the SPI and project funding, please contact Workforce Singapore (WSG) at: WSG_Biz_Services@wsg.gov.sg

³ Director and above appointment or equivalent.

SECURITY PRODUCTIVITY INITIATIVE (SPI)

PHASES	OUTCOMES	SUPPORT FOR COMPANIES
I. Develop	<ul style="list-style-type: none"> • Job Redesign Capability Transfer • Formalise Pilot Project Implementation Plan • Identify Relevant Funding Support 	<p>Participants attend a 2-day Job Redesign workshop conducted by SNEF to help scope and plan a pilot Job Redesign project implementation with one or more of the ready-to-adopt security technology solutions.</p> <p>They will be introduced to various funding support, including pre-approved solutions, and have their WorkPro JRG application fast-tracked for approval⁴.</p>
II. Implement	<ul style="list-style-type: none"> • Implement Ready-to-Adopt Security Technology Solution(s) • Enhance Work Processes & Human Capital Practices for Security Job Roles 	<p>Adoption of Ready-to-Adopt Security Technology Solutions which are aligned with Security Industry Digital Plan (IDP).</p> <p>Project implementation cost will be supported under WorkPro JRG for up to \$300,000 for each company or up to 80% of project cost, whichever is lower.</p> <p>Consultancy Support for Human Capital Development (HCD).</p>
III. Scale-up	<ul style="list-style-type: none"> • Replicate Project to Positively Impact Other Sites / Security Job Roles 	<p>WorkPro JRG support is extended to participating companies for:</p> <ul style="list-style-type: none"> • Implementation at different sites benefitting different older workers; and • Service buyers to apply and claim for project implementation cost⁵.

⁴ Companies can expect to receive grant approval within 6-8 weeks from submission of all pre-requisite documents and project proposal before commencing pilot implementation.

⁵ Subject to WorkPro's terms and conditions stipulated by WSG and its appointed Programme Partners

SECURITY INDUSTRY READY-TO-ADOPT TECHNOLOGY SOLUTIONS

S/N	SOLUTIONS	IMPACT (EXAMPLES)
1	Body-Worn Camera	Capture third-party objective footage/ evidence, making it easier for security officers to re-enact incidents encountered during duty.
2	Patrolling and Incident Management System	Real-time connected system to make it easier and smarter for security officers to perform and manage patrols, checks and reporting of incidents with headquarters.
3	Personal Mobility Device	Increase security officers' mobility, making it easier for them to move around premises.
4	Video Content Analytics Software	Pre-programmed analytics applied to CCTV videos with video/audio alert capabilities make it easier and smarter for security officers to perform video surveillance.
5	Visitor Management System (e.g. optical scanner and software for capturing visitor information, self-registration kiosk, etc.)	Digital system to replace manual "pen and paper" method to make it easier and smarter for security officers to capture, retrieve and verify visitors' records.

WORKPRO JOB REDESIGN GRANT (JRG)

WHAT IS WORKPRO?

WorkPro was introduced in April 2013 to augment local manpower, foster progressive workplaces and strengthen the Singaporean core of our workforce. WorkPro has been enhanced to further encourage employers to implement age- and family-friendly workplaces to benefit Singaporeans through job redesign and age management practices for workers aged 50 and above, and adopting flexible work arrangements (FWAs) for all local workers.

WORKPRO JOB REDESIGN GRANT

The Job Redesign Grant has been enhanced to provide more funding support to help companies create physically easier, safer and smarter jobs for workers aged 50 and above.

Companies may submit multiple applications provided that the job redesign project (s) are different and each would benefit a different group of workers aged 50 and above. However, each company is subjected to an overall funding cap of \$300,000.

ELIGIBILITY

All local companies can apply for WorkPro if they are legally registered or incorporated in Singapore. This includes societies and non-profit organisations such as charities and voluntary welfare organisations.

GRANT COMPUTATION

<p>a. Number of workers⁶ aged 50 to 59 who is/are benefiting from the project x \$10,000 + Number of workers aged 60 and above who is/are benefiting from the project x \$20,000 OR b. Up to 80% of project cost, whichever is lower.</p>
<p>Total Eligible Funding = Lower of (a) OR (b), capped at \$300,000 per company</p>

GRANT DELIVERABLES

Companies would be given twelve (12) months to complete the project and submit the following documents to claim for the grants at the end of the project:

- a. Relevant invoices, receipts and supporting documents for costs incurred in the job redesign project;
- b. Impact evaluation report using the template provided;
- c. List of worker(s) aged 50 and above who is/are benefitting from the job redesign project; and
- d. Copies of employees' employment contracts and CPF Form 90

~ Visit <http://www.wsg.gov.sg/workpro> for more details on WorkPro ~

⁶ Must be either Singapore Citizens or Singapore Permanent Residents aged 50 and above, employed under contract of service, on permanent basis or on employment contracts that are at least 12 months in duration