

## **SUPPORT FOR JOB REDESIGN UNDER PRODUCTIVITY SOLUTIONS GRANT (PSG-JR) [FOR PUBLIC INFORMATION]**

Developed by Workforce Singapore (WSG) as part of the enhancement to the existing Productivity Solutions Grant (PSG), the Support for Job Redesign under Productivity Solutions Grant (PSG-JR) aims to make redesigning jobs easier by providing enterprises with JR consultancy support to complement and drive business and workforce transformation.

The objective of the programme is to spur enterprises to implement Job Redesign (JR) initiatives for their workforce to support business transformation needs. This not only makes jobs more productive and attractive for employees, but also helps enterprises to hire and retain good workers. This creates a virtuous cycle, which ensures that the economy continues to transform jobs to keep up with aspirations of our workforce.

The Singapore National Employers Federation (SNEF) has been appointed by WSG as the Programme Manager to administer PSG-JR, and a panel of pre-approved JR consultants has been appointed to help enterprises redesign work processes, tasks and responsibilities. The pre-approved JR consultants will assist enterprises in the following:

- Scope and develop proposals for PSG-JR; and
- Implement the PSG-JR project within one year and ensure that the committed deliverables for the project are met.

Interested enterprises may refer to GoBusiness Gov Assist (<https://govassist.gobusiness.gov.sg/productivity-solutions-grant/>) for the list of pre-approved consultants and to engage them for quotations and PSG-JR proposals.

### **Funding Rates**

As announced at Budget/Committee of Supply (COS) 2021, PSG-JR will be enhanced for a time-limited period to encourage enterprises and support more enterprises to redesign jobs and upskill workers.

Eligible enterprises will receive the following for approved projects:

- Enhanced funding<sup>1</sup> for PSG-JR of up to 80% for consultancy services, capped at \$30,000 per enterprise till 31 March 2022. Thereafter, the PSG-JR funding rate will revert back to up to 70% of the JR consultancy cost, capped at \$30,000 per enterprise.

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<sup>1</sup> Excluding Goods and Services Tax (GST).

Participating enterprises have up to one year to complete their job redesign project.

On top of the above funding support for PSG-JR, enterprises can also tap on the SkillsFuture Enterprise Credit (SFEC) to defray out-of-pocket (OOP) expenses. Eligible enterprises will receive a one-off \$10,000 credit per firm to cover up to 90% of OOP expenses. More details can be found on [www.skillsfuture.sg/sfec](http://www.skillsfuture.sg/sfec) and [www.enterprisesg.gov.sg/financial-assistance/grants/for-local-companies/productivity-solutions-grant](http://www.enterprisesg.gov.sg/financial-assistance/grants/for-local-companies/productivity-solutions-grant).

### **Eligibility Criteria**

All participating enterprises must fulfil the following criteria in order to qualify:

- Registered or incorporated and operating in Singapore; and
- Must have at least three local employees<sup>2</sup> at the point of application

In addition to the criteria above, at the point of application, applicant **must not have**:

- Made any payment to a pre-approved JR consultant or third party in relation to the engagement of JR-related consultancy service; and
- Signed or confirmed any contract or purchase order with a pre-approved JR consultant or third party in relation to the engagement of JR-related consultancy service.

All applications will be evaluated on a case-by-case basis.

### **Application Process / Contact Details**

Enterprises can submit their application through the Business Grants Portal (BGP)<sup>3</sup> at <https://www.businessgrants.gov.sg>. Each enterprise UEN can only have one approved PSG-JR application.

Enterprises that are interested to find out more about PSG-JR can visit <https://snef.org.sg/incentives/psgjr> or also contact SNEF at [psgjr@snef.org.sg](mailto:psgjr@snef.org.sg) or +65 6827 6910.

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<sup>2</sup> Local employees can be Singapore Citizens and Singapore Permanent Residents. For enterprises related to the same parent enterprise, these affiliates will have to prove that their employees are not double counted in the enterprises applying for PSG JR.

<sup>3</sup> Enterprises will need to have a valid CorpPass account to transact on BGP