

JOB REDESIGN CENTRE OF EXCELLENCE FACTSHEET [FOR PUBLIC INFORMATION]

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

1. The Job Redesign Centre of Excellence (JRCoE), established by Workforce Singapore (WSG) in collaboration with the Institute for Human Resource Professionals (IHRP), serves as a one-stop centre for enterprises embarking on business and workforce transformation through job redesign. Through its three strategic pillars of Thought Leadership, Capability Development, and Advocacy and Action, the JRCoE supports enterprises in their job redesign efforts to uplift their workforce and create higher value jobs, enhancing Singapore's job redesign ecosystem.
2. Leveraging the wider community of HR Professionals, the JRCoE provides industry-relevant expertise and resources for enterprises to conduct job redesign for their workforce. This includes step-by-step sectoral playbooks and capability development workshops to facilitate job redesign adoption. As an advocate for job redesign, the JRCoE promotes HR and job redesign best practices across its professional network to drive business transformation.
3. The JRCoE is guided by a Job Redesign Expert Panel which provides 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

Contact Us

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