

RECORD 446 COMPANIES RECOGNISED BY HPB FOR THEIR EFFORTS TO IMPROVE WORKPLACE HEALTH

*MOU signed with Singapore Manufacturing Federation to pilot
Workplace Mental Health Programmes*

Singapore, 30 November 2012: More companies are investing in Workplace Health Programmes (WHP) as witnessed by the record number of applications for the 2012 Singapore HEALTH (Helping Employees Achieve Life-time Health) Award (SHA). HEALTH Leader awards were presented to three recipients for their commitment and support for workplace health programmes. A further 13 individuals were recognised for their outstanding contributions in promoting a healthy lifestyle in the workplace.

2. One third of the corporate recipients were winners from the 2010 awards who progressed to a higher award category this year, demonstrating a sustained and progressive effort in ensuring that workplace health programmes are accessible to and benefit all their staff.

Health Promotion efforts for at-risk workers

3. To enhance the availability of WHP programmes across Singapore, Health Promotion Board (HPB) has commenced discussions with NTUC to develop schemes and programmes for union members to ensure the availability of WHP programmes for at-risk segments of the workforce - low-wage workers, mature workers and economically-inactive or casual workers. The details of the partnership and initiatives are expected to be announced in the first quarter of next year.

4 Said Dr Amy Khor, Minister of State for Health and Manpower, “While the take up of WHP programmes by companies has shown significant progress over the past decade, the at-risk segments of the workforce such as low-wage workers, mature workers and casual workers traditionally have limited opportunities for healthy lifestyle and health screening activities at their workplaces. All segments of Singapore’s workforce should benefit from workplace health initiatives and only through the concerted and collaborative efforts of the government, unions and employers can we look forward to a nation of healthy workers. I am therefore pleased that HPB and NTUC will be joining forces to extend targeted health promotion efforts to the at-risk segments of the workforce.”

MOU to Pilot Workplace Mental Health Programmes

5. To bolster the availability of HPB’s Workplace Mental Health Solution programme within the manufacturing sector, a Memorandum of Understanding (MOU) was signed today with the Singapore Manufacturing Federation (SMF). The MOU will see HPB and SMF join forces to help companies in the manufacturing sector participate in mental health initiatives to the benefit of their employees.

6. Said Ang Hak Seng, Chief Executive Officer, Health Promotion Board, “According to the 2010 National Workplace Health Promotion Survey, one in four (27%) companies have a mental wellbeing programme offered at their workplace. Increased investment in mental health programmes has been observed across most industry sectors over the last 4 years, however, the manufacturing sector has reported the lowest growth in investment at about 20%. The sector faces unique operating challenges, as workers tend to be older and work shift hours. It is therefore imperative that we develop customised Workplace Mental Health Solutions for the sector. Under the agreement, a Workplace Mental Health Consortium Model will be piloted over the coming year. The consortium model is based on aggregating demand and will enable the provision of shared services for companies in the manufacturing sector. From better economies-of-scale, companies will be able to access a broader base of services given the shared resources and expertise for the customisation of programmes.”

Productivity through Presenteeism

7. Productivity is regularly measured by using absence due to sickness as the primary gauge of employee health and performance. A recent study undertaken by HPB to help companies develop more appropriate measures of productivity has identified 'presenteeism' as a more accurate proxy to measure workers' health and how it impacts upon their daily work. HPB's study found that companies with sustained and progressive WHP programmes could anticipate a reduction in presenteeism-related losses of \$600 per employee annually.

8. The SHA has been held bi-annually since it started in 1999. There are four corporate award categories: Platinum; Gold; Silver and Bronze. In addition to the corporate categories, there are individual awards, and sub-category awards for physical activity; nutrition; smoke-free and mental well-being. The SHA is assessed on the basis of four key areas: Positioning and Organisation; Planning; Evaluation and Results, and Comprehensiveness.

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- Annex 1 Factsheet on the Singapore HEALTH (Helping Employees Achieve Life-Time Health) Award 2012
- Annex 2 Factsheet on HPB-SMF MOU

Annex 1 – Factsheet on Singapore HEALTH (Helping Employees Achieve Life-Time Health) Award 2012

Background

- Presented to workplaces and individuals to recognise them for commendable efforts in workplace health
- Assessment Period : 1 January 2010 to 31 December 2012
- Presented once every 2 years

Results

1. Corporate Award

Companies are assessed based on:

- Programme Positioning and Organisation
- Programme Planning
- Programme Evaluation and Results
- Programme Comprehensiveness

Award Category	No of Awards
Platinum	54
Gold	107
Silver	100
Bronze	185
Total	446

Highlights to this year's results are:

- No. of Award winners in 2012 446
Represents a total workforce size of **more than 350,000 pax**
- Highest no of Applicants since 1999 132
- Percentage increase in applicants (2010 Vs 2012) 15%
- No. of organisations receiving Awards in 2012 (Highest No of Awards since 1999) 446
- No. of organisations receiving Awards in 2010 389
- More than a third are first-time winners
- 33% of 2010 Award recipients have progressed to higher Award category this year

The highest level of Singapore HEALTH Award, the Platinum Award is given to an organisation, which has attained at least two Gold Awards consecutively and has demonstrated tangible benefits in their workplace health promotion programmes. The tenure of the Award is four years, during which the organisation need not apply for the Singapore HEALTH Award.

2. Sub-Category Awards

The Sub-Category Award aims to show case exemplary programmes in the area of physical activity, mental wellbeing, healthy eating, smoking control and mental wellbeing.

Award	Name of Organisation
Physical Activity Award	1. The Procter and Gamble Company 2. Alexandra Health Pte. Ltd 3. KPMG 4. Republic of Singapore Navy 5. Unilever Asia Private Limited 6. Discovery Networks Asia-Pacific Pte. Ltd
Nutrition Award	1. Alexandra Health Pte Ltd 2. Hotel Grand Pacific
Smoke-Free Award	1. Hotel Grand Pacific
Mental Wellbeing Award	1. Singapore Civil Defence Force 2. Alexandra Health 3. Hotel Grand Pacific

3. Individual Awards

Health Leader Award is presented to chief officers or equivalent who are committed and have extended excellent support to workplace health promotion programmes. These individuals actively promote the programmes in the workplaces by providing necessary resources to implement the programmes. They are also supportive to introducing policies and initiatives that will help to create a healthy workplace

S/N	HEALTH Leader
1	Mr Chan Lee Mun Principal & Chief Executive Officer Nanyang Polytechnic
2	Mrs Rosalind Tan Kim Hua General Manager / Secretary Chinese Swimming Club
3	Mr James Hui Plant Manager BD Medical (S) Pte Ltd

Health Promoter Award gives recognition to the outstanding contributions of an individual in promoting a healthy lifestyle in the workplace. It also highlights the importance of individual commitment in improving the health of his/her colleagues.

S/N	HEALTH Promoter
1	Dr N. Guharajan Medical/Occupational Health Advisor Unilever Asia Private Limited
2	Mr Lionel Naranjan Singh SHE & Security Manager/Wellness Club Chairman Roche Singapore Technical Operations Pte Ltd
3	Ms Yew Chew Ying Section Manager GLOBALFOUNDRIES SINGAPORE Pte Ltd
4	MAJ (Dr) Robin Goh Kye Hock Head, Performance Maximisation Branch Republic of Singapore Navy
5	Ms Annie Chin Managing Director Merck Sharp & Dohme (I.A.) Corp.
6	Mr David Andrew Xavier Front Office Manager Hotel Grand Pacific
7	Ms Molly Lim Executive Housekeeper Hotel Grand Pacific
8	Mr Edwin Soh Swee Beng Logistics Manager Airfoil Technologies International Singapore Pte. Ltd.
9	Ms Wong Oi Chan Alice WHP Facilitator Advanex (Singapore) Pte Ltd
10	Mr Aw GuoYao Wilson Engineer (WHP Chairman) Vopak Terminals Singapore Pte Ltd
11	Mr Lai Chen Fei Value Stream Leader BD Medical (S) Pte Ltd
12	Ms Tan Hui Yah Finance Director MSD International GmbH (Singapore Branch)
13	Mr Theodore Tan Healthy Lifestyle Promoter Immigration & Checkpoints Authority

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Annex 2 – Factsheet on HPB-SMF MOU **(Pilot of shared services model of workplace mental health investment)**

Background

- For many companies, the decision to invest in workplace mental health may be impacted by many challenges including lack of resources, limited time, low critical mass of employees and the nature of the work environment. For smaller companies these issues can be a significant barrier to investment.
- In April this year, HPB's Workplace Health Promotion Grant was revised to include, among other enhancements, an increase in funding available for mental health activities (from \$2,000 to \$5,000). Since the implementation of the revised grant, 232 companies have taken up the mental health grant, only 41% of applicants being small and medium enterprises. Over 99% of enterprises in Singapore are small or medium sized enterprises.

Collaboration between SMF and HPB

- The National Workplace Health Promotion Survey (2010) identified that 1 in 4 companies (27%) employing at least 50 employees have a workplace mental wellbeing programme. In recent years there has been an increased in adoption of mental health programmes across most industry sectors; however the manufacturing sector has reported the lowest growth in uptake at approximately 5% (18% in 2006 to 23% in 2010).
- HPB and SMF will be collaborating to promote workplace mental health investment within the manufacturing industry through the pilot of a workplace mental health shared services model for small and medium enterprises (SMEs). This investment model facilitates a small group of companies coming together to share services and form a **consortium** to aggregate demand and resources to achieve more accessible and comprehensive workplace mental health services.

Workplace Mental Health Shared Services Pilot

- The shared services model will be piloted through the establishment and evaluation of at least 2 workplace mental health consortiums of 5-6 companies. Consortiums will be formed through grouping of companies with like needs and/or workforce profiles.
- The consortium members will have access to shared workplace mental health services customised and coordinated by a workplace mental health consultant. The shared workplace mental health services will include:
 - An assessment of the company's mental health needs
 - Customisation of a workplace mental health programme
 - Access to a comprehensive and tailored mental health programme focused on identified needs which may include:
 - Workplace mental health workshops and talks on topic such as stress management, dealing with shift work, managing workplace change
 - Group coaching to assist employees develop capacities such as stress management and coping skills

- Employee support services and counseling for personal and work related problems
- Manager training on mental health issues to help identify employees who may be experiencing difficulties and provide appropriate support
- Mental health awareness activities including workplace campaigns and employee communication strategies (eg. dissemination of mental health related resources including educational materials, articles, tip sheets)
- Ongoing consultation and support by a mental health consultant

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