



# Total Workplace Safety & Health: A holistic approach to WSH

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19 August 2022



## Survey finds 2 in 5 S'poreans have mental health struggles; initiative launched to drive action



This statistic increases to one in two in young people aged 15 to 35. PHOTO ILLUSTRATION: ST FILE



Clara Chong

PUBLISHED 30 APR 2022, 1:52 PM SGT



### Mental health in Singapore

A preliminary survey on mental health and wellness among 607 Singaporeans in the past month, by the People's Action Party youth wing, found that some 80 per cent of them know of someone who has experienced mental health struggles. Here are some of the findings.

Yes (%) Not sure (%) No (%)

Do you think there is adequate awareness of mental health issues in Singapore?



Do you know anyone who has experienced mental health struggles?



Have you personally experienced mental health struggles?



Do you feel equipped to support someone who is struggling with their mental health?



Have you taken any action or reach out to someone who is struggling from mental health problems?



Have you seen in real life or the Internet where someone's mental health concerns were being dismissed?



Chart: STRAITS TIMES GRAPHICS • Source: #BETTERTOGETHER

Singapore

# Mental health awareness, not dismissing concerns the first steps in helping loved ones with suicidal thoughts



File photo of a man sitting in a bedroom in the dark. (Photo: iStock)



Michael Yong

19 Sep 2021 06:00AM  
(Updated: 19 Sep 2021 06:00AM)



SINGAPORE: Awareness of the warning signs and not dismissing concerns are the first steps in helping someone who might have suicidal thoughts, experts have told CNA.

### Related Topics

mental health health

# There were warning signs before Chester Bennington's suicide, the Linkin Park singer's widow says

By [Alexandra King](#), CNN

Updated 0201 GMT (1001 HKT) June 24, 2018



- Linkin Park singer's wife reflects on day he died (01:18)
- How to look for suicide warning signs (02:35)
- We need to start talking about depression (02:02)
- After losing son to suicide, she considered it too (01:32)
- Hit song he saving mes (01:30)

**(CNN)** — Now, nearly a year after Linkin Park lead singer Chester Bennington took his own life, it's clear to his widow that in the days before he died, there were warning signs.

## 'We thought everything was OK'



In the days before he died, Chester Bennington had seemed happy and well, his widow recalled.

**Related Article:** [Linkin Park singer Chester Bennington dead at 41](#)

It is important for more in the community to be equipped with the literacy of identifying signs of distress or crisis to be able to intervene early

# Total Workplace Safety and Health – A holistic approach to better employee well-being



Total WSH is an approach to manage **Work, Safety and Health together** so as to achieve Workers' Wellbeing

*Includes mental well-being!*

# Helping companies on their journey

## Free\* Total WSH Programme

Companies can choose from any of the below packages



Health Screening & Coaching Package



Weight Management Package



Safety Coaching Package



General Safety and Health Talk Package



Ergonomics Package



Mental Well-Being Package



Infectious Disease Control Package



Training on how to implement Total WSH



Receive report & starter pack



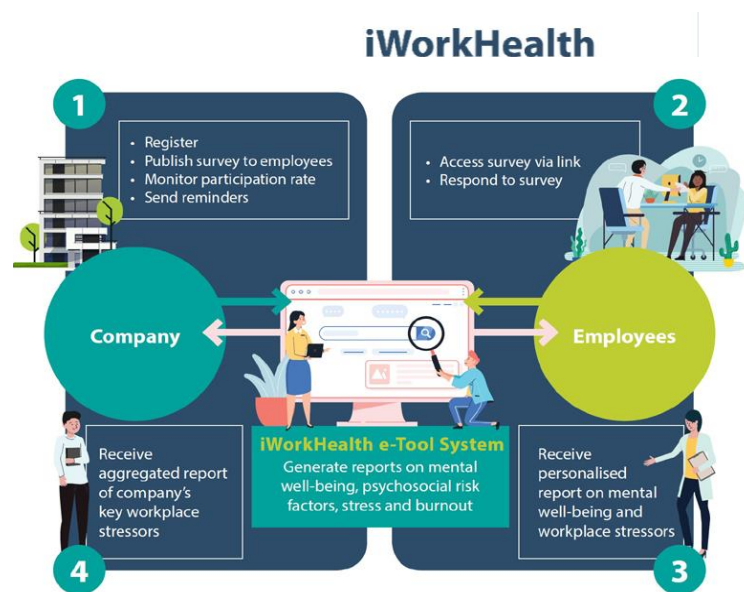
Click or scan QR Code to find out more

\*Terms and Conditions apply.  
Refer to Annex for more details on each package.

# Details of Mental Well-being Package

Conduct 1 round of survey

2 hours worth of talks/workshops



## Examples

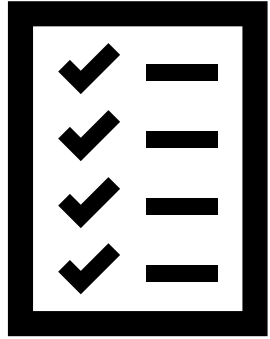
Understanding Common Mental Health Issues	Building Resilience	Stress Management
Recognising Suicidal Behaviour	Providing Effective Support: Counselling Skills 101	Stretch and Rejuvenate
Enhancing People Mastery	Stress Away In A Fun Way: Emotional Eating	Grief and Trauma

A web-based self-administered survey instrument to help organisations and their participating employees identify workplace stressors

Note: These are examples pulled together from across all 3 programme providers. For more details on the selection available, kindly check in with any of our 3 programme providers,

# iWorkHealth: How does it work?

15 - 20 min  
Questionnaire



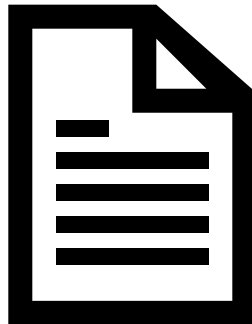
Employee report



Employee receives their own report containing scores on:

- Overall mental well-being
- Work stress level
- Factors contributing to work stress

Employer report  
(min 8 respondents)



Employer receives anonymised aggregated report that:

- Generates organisation's mental well-being and work stress score
- Gives % staff feeling burnout or harassed
- Identifies key work stressors
- Does not provide individual responses

Employees answer  
a set of questions



Click or scan QR Code  
to find out more



# Stressors covered under the iWorkHealth tool

Job demand	Job control	Job recognition
Job Satisfaction	Supervisor support	Colleague support
Harassment	Organisational culture	Organisational support

## Key Features

**1 Free**

**2 Web-based**

**3 Self-administered**

Companies can configure it for their own set up

**4 Confidentiality protected**

For both employee & employer

**5 Departmental level results available**

Provided there is minimum of 8 respondents in the group

# Examples of Questions

1. In general, how have you been feeling, thinking and behaving over the past 2 weeks?

- I am optimistic about the future.
- I am spiritual.
- I am able to accept myself.
- I am able to accept reality.
- I am able to cope with life's challenges.
- I am calm.
- I am content.
- I am able to make friends.
- I have the strong support of my family and friends.
- I believe that life is a continued development of myself.
- I am able to offer help to others.
- I am appreciative of life.
- I appreciate my own self-worth.
- I am happy.
- I am able to think clearly.
- I am able to make good decisions.

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**Total questions: 89**  
**Main questions: 71**  
**Demographic questions: 18**  
**~15-20 min to complete**

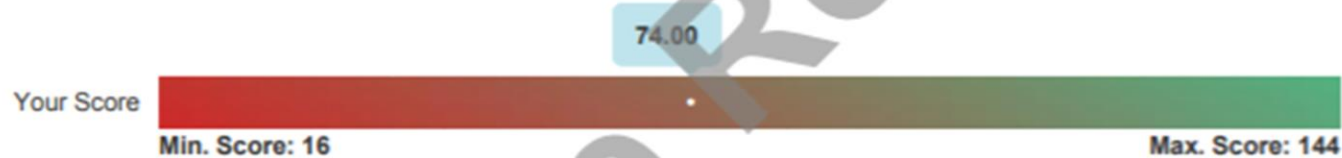


# Example of Employee Report

## SECTION I: YOUR MENTAL WELL-BEING

Mental well-being is the state of well-being where you realise your own abilities, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to your community.

Positive mental well-being is a set of life skills that helps you meet life's challenges, make positive connections with others, and live life fully. It also allows you to feel good and function well, even in difficult situations. Without positive mental well-being, people may live unhappy lives, not knowing how to use their own strengths and the resources around them to live life optimally.



### Analysis:

Your overall mental well-being is fair. This means that you:

- May sometimes find it hard to function effectively at home and at work
- Could be facing some difficulty maintaining satisfying relationships with family and friends
- May need occasional help to make effective decisions or solve problems
- May sometimes be unaware of your emotions, or find it hard to control them
- May question your self-worth at times
- May find it tough to cope with challenges and obstacles

The good news is that mental well-being can be improved. By doing this survey, you have taken the first step to identify what can be improved in your work to help you in your improvement journey.

- **Anonymised**, names and identification numbers not required
- Participating employees receive an **individualised report** about their work stressors
- **General recommendations** are included in report and links to website for relevant programme details

**Report is not meant for medical diagnosis!**

# Example of Company Report

## SECTION I: OVERALL MENTAL WELL-BEING

Mental well-being is the state of well-being where one realises his/her own abilities, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to the community.

Positive mental well-being is a set of life skills that help us meet life's challenges, make positive connections with others, and live life fully. It also allows us to feel good and function well, even in difficult situations.



Gender	Number of Respondents	Mean Score*
Male	8	125.37
Female	14	89.14

Age Group	Number of Respondents	Mean Score*
Below 20 years	Not Displayed	Not Displayed
20 to 29 years	Not Displayed	Not Displayed
30 to 39 years	Not Displayed	Not Displayed
40 to 49 years	8	67.00
50 to 59 years	Not Displayed	Not Displayed
60 to 69 years	Not Displayed	Not Displayed
70 years and above	Not Displayed	Not Displayed

Position in Company	Number of Respondents	Mean Score*
Senior management	8	77.00
Middle management	10	107.50
Non-management staff	Not Displayed	Not Displayed

\*Mean score is the average score for employees who responded to iWorkHealth. Scores will be provided only for groups with 8 or more respondents.

Report is **NOT** meant for companies to pinpoint which employee is not coping well.



Click or Scan QR Code for report sample

- Minimum of 8 employee respondents to generate the aggregate anonymised company report of workplace stressors in the organisation
- General recommendations are included in report and links to website for relevant programme details

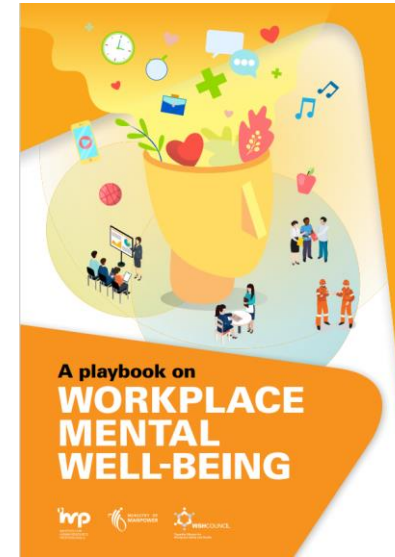
# Tripartite Advisory on Mental Well-being at Workplaces and the Playbook on Workplace Mental Well-being can help



Click or scan QR Code to download

11 recommendations for employers on how to prevent work stress from compromising well-being and productivity

- High-level
- Issued by MOM, SNEF & NTUC



Click or scan QR Code to download

Toolkit to provide employers and HR teams with more details on how to implement 5 selected mental well-being initiatives

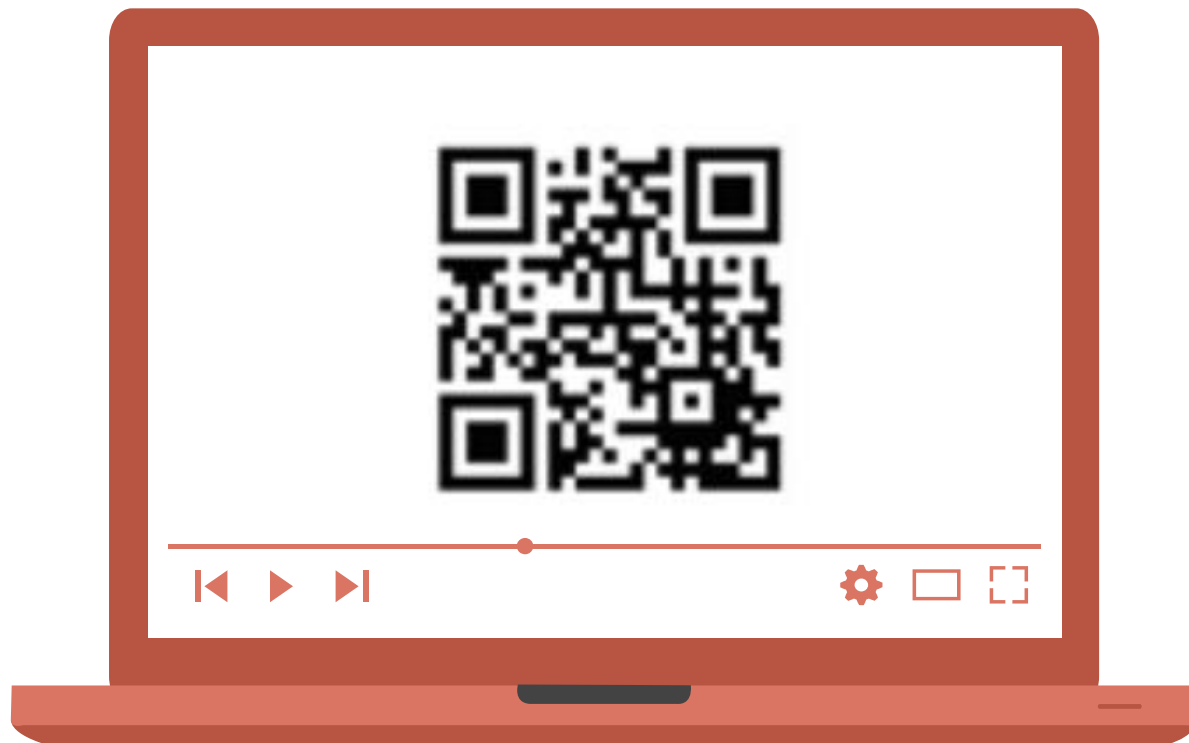
- Step-by-step on how to implement initiatives and what to lookout for
- By HR for HR

# THANK YOU

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# ANNEX PROGRAMME DETAILS



## Health / safety intervention package(s)



### Health Screening\* & Coaching Package

(at least 1 pre-coaching screen and 3 coaching and 1 post-coaching screen)



### Weight Management Package

(at least 4 hours' worth of activities in the form of at least 2 sessions of physical activity and 2 talks)

\*Terms and conditions apply

## Health / safety intervention package(s)



### Ergonomics Package

(at least 3 hours' worth of activities in the form of talk, ergonomic demonstration and/or stretching exercises)



### Mental Well-being Package

(at least 1 iWorkHealth survey and at least 2 hours' worth of talk/ workshop)

## Health / safety intervention package(s)



### Infectious Disease Control Package

(at least 2 hours in total in the form of talk and at least 1 worksite walkthrough)



### Safety Coaching Package

on common hazards and control measures (e.g. Slips, trips and falls, safe use of machinery, vehicular safety, work at heights)  
(at least 3 coaching)



### General Safety and Health Talk Package

(at least 3 hours' worth of talk)

## 2-hour Training on Total WSH framework

- How to integrate health risks into Risk Assessment for up to 3 safety critical jobs
  - Total WSH process A-I-ME
- How to sustain Total WSH in the company