

Helping Companies and Employees Identify and Manage Workplace Stressors

The iWorkHealth is developed by the Ministry of Manpower's Workplace Safety and Health (WSH) Institute, in partnership with the WSH Council, Institute of Mental Health, Changi General Hospital and Health Promotion Board. It is an online, self-administered psychosocial health tool for companies and their participating employees to identify common workplace stressors affecting mental well-being.

The iWorkHealth supports Singapore's WSH 2028 strategy of enhancing focus on workplace health, by raising awareness of work stress so that measures can be taken to promote employees' mental well-being.

The tool comprises 71 main questions covering stress-related factors at the workplace including job demands, job control, job recognition, organisation culture, and relationship with supervisors and co-workers.

The participating organisation will receive an aggregated anonymised department/company report (provided there are 8 or more respondents) on the following:

- a. Key workplace stressors;
- b. Extent of work stress, burnout and mental well-being of their employees;
- c. Possible harassment within the organisation; and
- d. Resources available to improve employees' mental well-being.

Employees of the participating organisation will also receive a personalised report on their mental well-being and work stressors, which will enable them to take the necessary steps to manage and improve their mental well-being.

In addition, companies can use the tool to gauge the effectiveness of their mental well-being initiatives by conducting pre- and post-intervention surveys.