

MEDIA FACT SHEET

FOR IMMEDIATE REPORTING

IMPLEMENTATION OF WORKPLACE MENTAL WELL-BEING STRATEGIES

Employers and employees play a key role in our national efforts to strengthen and support mental health and well-being, given the significant amount of time spent at work and the impact of work stressors on mental health and productivity.

2 As part of the National Mental Health and Well-Being Strategy announced on 5 October 2023, the Ministry of Manpower and Tripartite Partners have:

- a. Formed a Network of Well-being Champions
- b. Enhanced the Tripartite Advisory on Mental Health and Well-Being at Workplaces

A. Well-being Champions Network

3 The Ministry of Manpower and Workplace Safety and Health Council have organised a Network of Well-Being Champions to:

- a. Rally senior management to implement policies and support employees' mental well-being;
- b. Organise and curate mental well-being programmes and resources; and
- c. Establish a system to refer persons in distress to professional help.

4 The Network will serve as a community of practice to:

- a. Share, discuss and/or seek advice on company initiatives or issues relating to mental well-being of employees;
- b. Develop and disseminate best practices, case studies, playbooks, and strategies to support mental well-being at the workplace;
- c. Provide training to equip Champions with skills and knowledge to support their peers; and
- d. Seed and testbed ideas or initiatives.

5 Appointing workplace mental Well-being Champions is key to strengthening mental well-being support systems at workplaces. Champions are typically management-level employees who may be assisted by a team of colleagues, such as peer supporters within the company, to implement mental well-being initiatives for the company. Both Champions and any other nominated employee can register to be part of the network. Joining the network is free-of-charge and can be done by emailing Kaleidoscope Labs Pte Ltd (hello@kaleidoscope.sg), which is the official vendor appointed by the Workplace Safety and Health Council. Training to develop competencies of Champions to help them better perform their role would be available from early next year.

6 Being part of the Network will be especially useful for companies that are starting their journey to support their employees' mental well-being. It provides a platform to learn from other companies that have experience in implementing mental well-being practices, and from organisations involved in mental well-being counselling and advisory. The Network has been launched with more than 50 Champions from organisations that have either implemented progressive well-being practices, or that offer counselling or advisory. See **Annex** for the list of founding members of the Well-being Champions Network.

B. Enhanced Tripartite Advisory on Mental Health and Well-Being at Workplaces

7 Launched in 2020, the Tripartite Advisory on Mental Health and Well-Being at Workplaces sets out practical guidance on how employers can support their employees' mental well-being. The Advisory has been enhanced to include additional measures to support employees in general and individuals with mental health conditions (IMHCs):

- a. Set up a peer support system comprising trained peer supporters to help employers create a supportive environment for employees in need and destigmatise mental health issues at work. Employers are encouraged to send employees for NTUC's Peer to Peer support training or Health Promotion Board's Peer Supporter training, to equip them with peer support skills.
- b. Hire IMHCs who are job-ready for companies to access a wider talent pool and build more inclusive workplaces, which also improves the employment and employability of IMHCs. Interested employers can reach out to the [Institute of Mental Health](#), [Singapore Anglican Community Services](#) and [Singapore Association for Mental Health](#) for more details.

8 More details on the enhanced Tripartite Advisory can be found at go.gov.sg/ta-mwb.

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LIST OF FOUNDING MEMBERS

<u>S/N</u>	<u>Companies/ Unions</u>
	<u>Organisation Name</u>
1	ABR Holdings Ltd
2	Agency of Integrated Care (AIC)
3	Animal & Avian Veterinary Clinic (AAVC)
4	Arlanxeo Singapore Pte Ltd
5	Asia Projects Engineering Pte Ltd (APECO)
6	Association of Muslim Professionals Singapore (AMP)
7	DBS Bank
8	Deutsche Bank AG (Asia Pacific)
9	Dow Chemical Pacific
10	Ernst & Young Advisory Pte. Ltd.
11	Grand Copthorne Waterfront Hotel
12	Halliburton (Hal Completions Mfg Pte Ltd)
13	Healthcare Services Employees Union (HSEU)
14	Institute for Human Resource Professionals (IHRP)
15	Jardine Matheson Singapore
16	Keller Foundations (S E Asia) Pte Ltd
17	Lendlease
18	National Trades Union Congress (NTUC)
19	National University of Singapore (NUS)
20	Otsuka Pharmaceutical Co., Ltd.
21	PSB Academy
22	Puretech Engineering Pte Ltd
23	Shell Singapore Pte. Ltd.
24	Singapore Management University (SMU)
25	Singapore National Employers Federation (SNEF)
26	Singtel
27	SWIA Pte Ltd
28	Tan Tock Seng Hospital
29	Tripartite Alliance Limited (TAL)
30	VICO Construction Private Limited
31	Wee Chwee Huat Scaffolding & Construction Pte Ltd
32	Yishun Health

<u>S/N</u>	<u>Mental Well-being Professional Organisation/ Service Provider</u>
	<u>Organisation Name</u>
1	Calm 3D
2	Emmaus Strategies
3	Emotions Run Wild
4	Growthbeans
5	IASH Singapore
6	Institute of Mental Health (IMH)
7	Lutheran Community Care Services Ltd
8	MindForward Alliance Singapore
9	My Inner Child Clinic
10	Myloh
11	National Council of Social Service (NCSS)
12	R&D Education and Training Services
13	RANGE Counselling Services
14	Resilience Collective
15	Singapore Anglican Community Services (SACS)
16	Singapore Association for Mental Health (SAMH)
17	Silver Ribbon Singapore
18	Singapore Kindness Movement
19	Solomon's Guild
20	Wand Inspiration
21	Wholetree Foundation
22	WorkWell Leaders