



Tripartite Alliance for
Workplace Safety and Health

Supporting Mental Well-being at Workplaces in Singapore



Overview of Mental Well-being in Singapore

1 in 7 people in Singapore has experienced mental disorder in their lifetime



Work environment was one of the factors¹

3 out 4 did not seek professional help



- (i) Inability to **recognise the symptoms of mental illnesses**
- (ii) Concerns regarding the stigma associated with mental illness

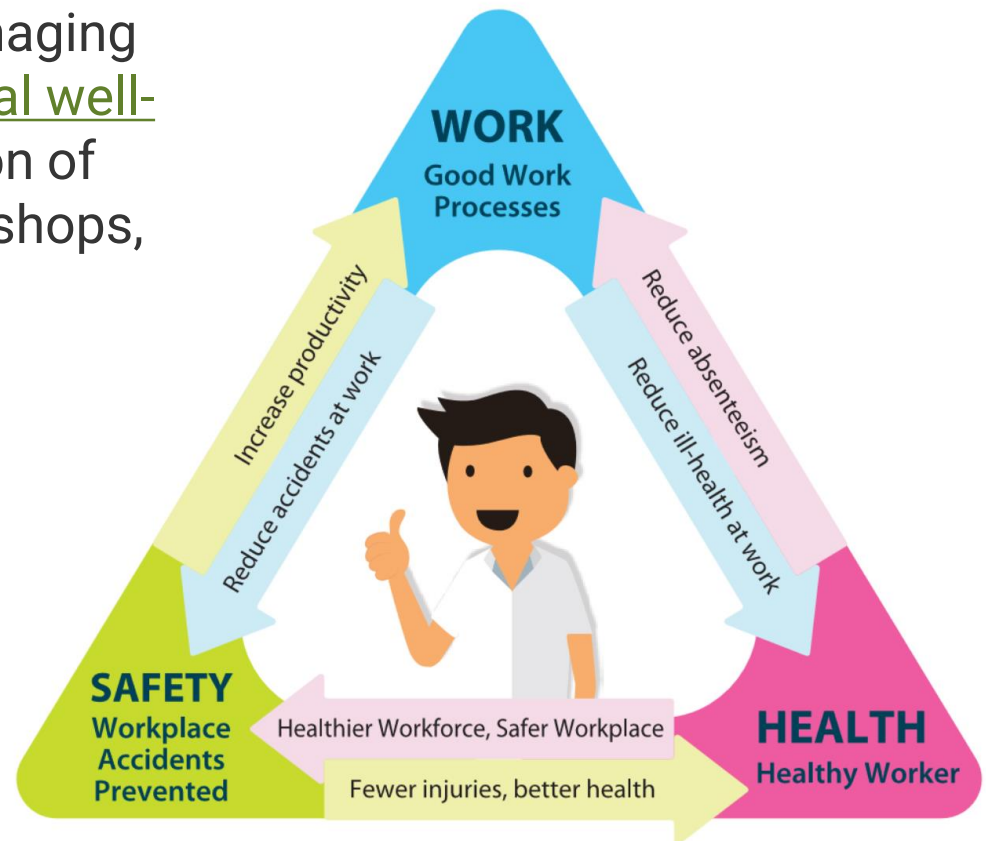
COVID-19 has highlighted the need for employers to pay more attention and provide support for employees' mental wellbeing

¹World Health Organisation. 2019. Mental health in the workplace. Retrieved from https://www.who.int/mental_health/in_the_workplace.

Total Workplace Safety and Health (WSH): An approach that looks at work, safety and health together

It supports companies in managing safety, health, including mental well-being, through a wide selection of free activities, talks and workshops, such as:

- Stretch and Rejuvenate
- Enhancing People Mastery
- Stress away in a fun way:
Emotional Eating



At workplaces, here's what we are doing...

1. Stand against discrimination for those with mental health history

Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP) has made clear that mental health conditions should not be asked during hiring, unless it is a job requirement



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[Getting Started](#) | [Employment Practices](#) | [Tripartite Guidelines](#) | [Resources](#)

What You Must Do to Be Fair

The following [Tripartite Guidelines on Fair Employment Practices \(job application forms\)](#) state what you must do as an employer:

- Review your job application form to ensure that each field is relevant to the job (e.g. skills, qualification and experience). Companies should not ask job applicants to declare personal information such as their mental health condition unless there is a job related requirement. You may refer to TAFEP's [sample job application form](#) (Word document) for more guidance.

2. Build employee awareness of mental well-being



- WSHC's Total WSH Programme provides access to free mental well-being talks and workshops e.g.
 - Understanding common mental health issues
 - Building resilience
 - Stress management
 - Providing Effective Support: Counselling Skills 101

3. Identify and manage work stressors via the iWorkHealth tool

A project by:



What is iWorkhealth?

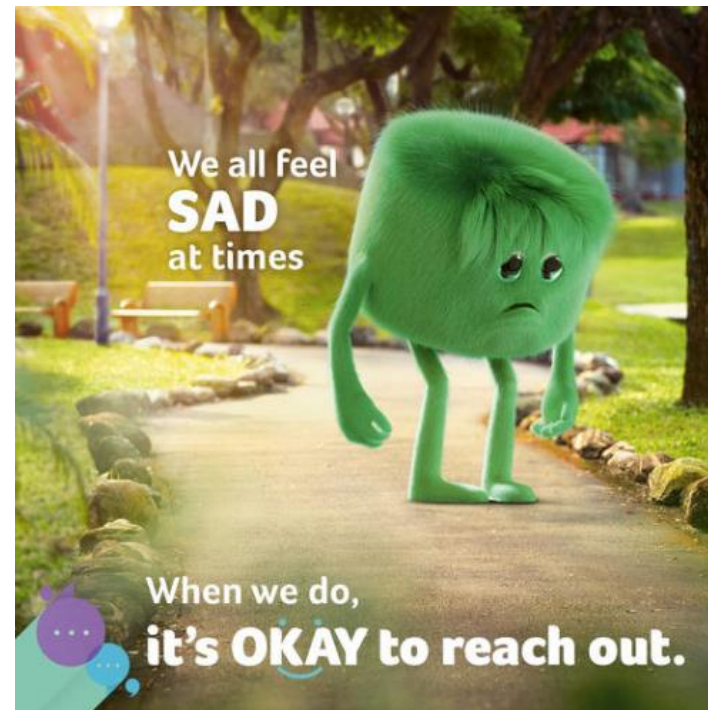
Company-based, online, self-administered survey tool to identify workplace stressors

- Free & simple to use
- Secures and protects identity of respondents
- Helps identify and present areas of improvement
- Reports available for organization, team and individuals

4. Normalise help-seeking behaviour

A National mental well-being campaign:

“It’s OKAY to Reach Out”



For more recommendations..

TRIPARTITE ADVISORY ON MENTAL WELL-BEING

AT WORKPLACES



Other Available Resources



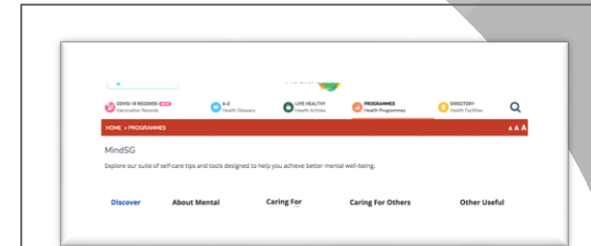
The screenshot shows the iWorkHealth Microsite. At the top, there are logos for WSH Institute and WSH COUNCIL. A navigation menu is visible. A notice states: "Please note that from 11 April 2021, you will be required to Register/Login to iWorkHealth using SingPass instead of CorpPass. For more information, visit go.gov.sg/corporate-login". The main heading is "What is iWorkHealth?". Below it, text explains that the tool is developed by the Ministry of Manpower's Workplace Safety and Health (WSH) Institute in partnership with the WSH Council, Institute of Work Safety, and the Institute of Occupational Health. A QR code is provided for access.

iWorkHealth Microsite




The screenshot shows the Total Workplace Safety and Health Programme page. The header includes "WSH COUNCIL" and navigation links for "About Us", "Awards and Competitions", "Media", "Events", "Campaigns", "Search", "Topics", "Programmes", "Resources", and "Contact Us". The main heading is "Total Workplace Safety and Health Programme". Below it, text says: "Find out how your company can work hand-in-hand with our service providers to achieve a healthy workforce in a safe workplace." A QR code is provided for access.

Total Workplace Safety and Health Programme

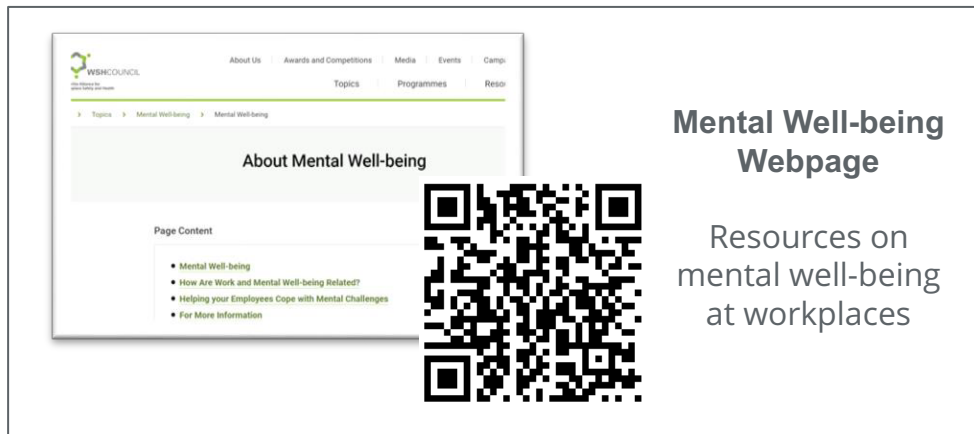


The screenshot shows the MindSG portal. It features a navigation bar with "HOME", "PROGRAMMES", and "ABOUT". Below the navigation bar, there are several icons representing different programs: "MIND-TO-BEWARE", "MIND-TO-HEALTH", "MIND-TO-HEALTHY", "PROGRAMMES", and "MIND-TO-HEALTHY". The main heading is "MindSG". Below it, text says: "Explore our suite of self-care tips and tools designed to help you achieve better mental well-being." A QR code is provided for access.



MindSG

National portal on self-care tips and tools designed to help one achieve a good state of mental well-being



The screenshot shows the Mental Well-being Webpage. The header includes "WSH COUNCIL" and navigation links for "About Us", "Awards and Competitions", "Media", "Events", "Campaigns", "Search", "Topics", "Programmes", and "Resources". The main heading is "About Mental Well-being". Below it, there is a "Page Content" section with a list of links: "Mental Well-being", "How Are Work and Mental Well-being Related?", "Helping your Employees Cope with Mental Challenges", and "For More Information". A QR code is provided for access.

Mental Well-being Webpage

Resources on mental well-being at workplaces