

Asia Pacific



Mental Wellness at the Workplace

HPB's Journey

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Health is a state of complete physical, mental and social wellbeing, and not just the absence of disease or infirmity.

World Health Organization (1948)

Positive mental health is a strong protective factor against mental disorders.

World Health Organization (2004a)

HPB's mission

- To empower Singaporeans to achieve optimal health throughout life
- To ensure accessibility to health information and preventive health services
- To collaborate with the public, private and community organisations in health promotion
- To create a conducive environment for leading a healthy lifestyle
- To be a centre of excellence for health promotion

Mental health status



Among adults aged 18 to 59 yrs¹

- lifetime prevalence of depression at 5.6%
- lifetime prevalence of anxiety disorders at 3.4%
- prevalence of other forms of MH problem [phobias, mild depression] at 15.7%
- Only 49.1% with mental disorders sought help

Among older persons above 60 yrs¹

- prevalence of dementia at 5.2%
- prevalence of depression at 3.1%

¹ National Mental Health Survey, 2003



- At individual level:
 - Poor mental health can lead to physical ill-health
 - Improving mental well-being produces higher levels of social functioning, intimacy in relationships and emotional resilience

Sturgeon, S (2007). Health promotion challenges: Promoting mental health as an essential aspect of health promotion. Health Promotion International, 21(S1), pp 36 – 41.

Bunker, S.J., Colquhoun, D.M., Esler, M.D., Hickie, I.B., Hunt, D., Jelinek, V.M., Oldenburg, B.F., Peach, H.G., Ruth, D., Tennant, C.C. and Tonkin A.M. (2003). "Stress" and coronary heart disease: psychosocial risk factors. National Heart Foundation of Australia position statement update, 178(6), pp 272 – 276. Retrieved August, 20, 2007, from http://www.mja.com.au/public/issues/178_06_170303/bun10421_fm.htm

World Health Organization (2005). Promoting mental health: Concepts, emerging evidence and practice. A report of the World Health Organization, Department of Mental Health and Substance Abuse in collaboration with the Victorian Health Promotion Foundation and The University of Melbourne. Geneva: WHO. Herrman, H., Saxena, S. and Moodie, R. (Eds).

Keyes, C. (2007) Promoting and protecting mental health as flourishing – A complementary strategy for improving national mental health. American Psychologist, 62(2), pp 95-108.



- At business level:
 - Lower sickness-absenteeism
 - Fewer half-day or cutbacks of work
 - Lower prevalence of chronic physical diseases and conditions
 - Reduced health care utilization

Strategic Framework for National Mental Health Education & Promotion

Key Determinants of Mental Health

Individual empowerment

- aware of the importance of positive mental health & its determinants
- enhanced individual protective factors
- ability to seek help early

Supportive environments

- home, work, community and school environments that are inclusive, responsive, cohesive, safe & supportive

Freedom from discrimination

- acceptance and empathy towards people with mental illness & marginalised groups
- integration into society

Access to economic & health resources

- employment
- education
- housing
- financial security
- health care

Target Groups & Strategies

Target Groups

- Children & adolescents
- Working adults
- Older persons
- Caregivers

Strategies

- Promote mental health literacy
 - Change behaviour
- Develop policies that promote mental health
 - Build capacity of stakeholders
 - Monitor and evaluate

Settings & Stakeholders for Action

Education

MOE, Educational institutions, Parents

Community

PA, MCYS, Religious Bodies

Workplace

SNEF, NTUC, MOM

Healthcare

MOH/Clusters, GPs & Pte Hospitals, Company doctors

Media

TCS

Monitoring and Evaluation

Intermediate Outcomes

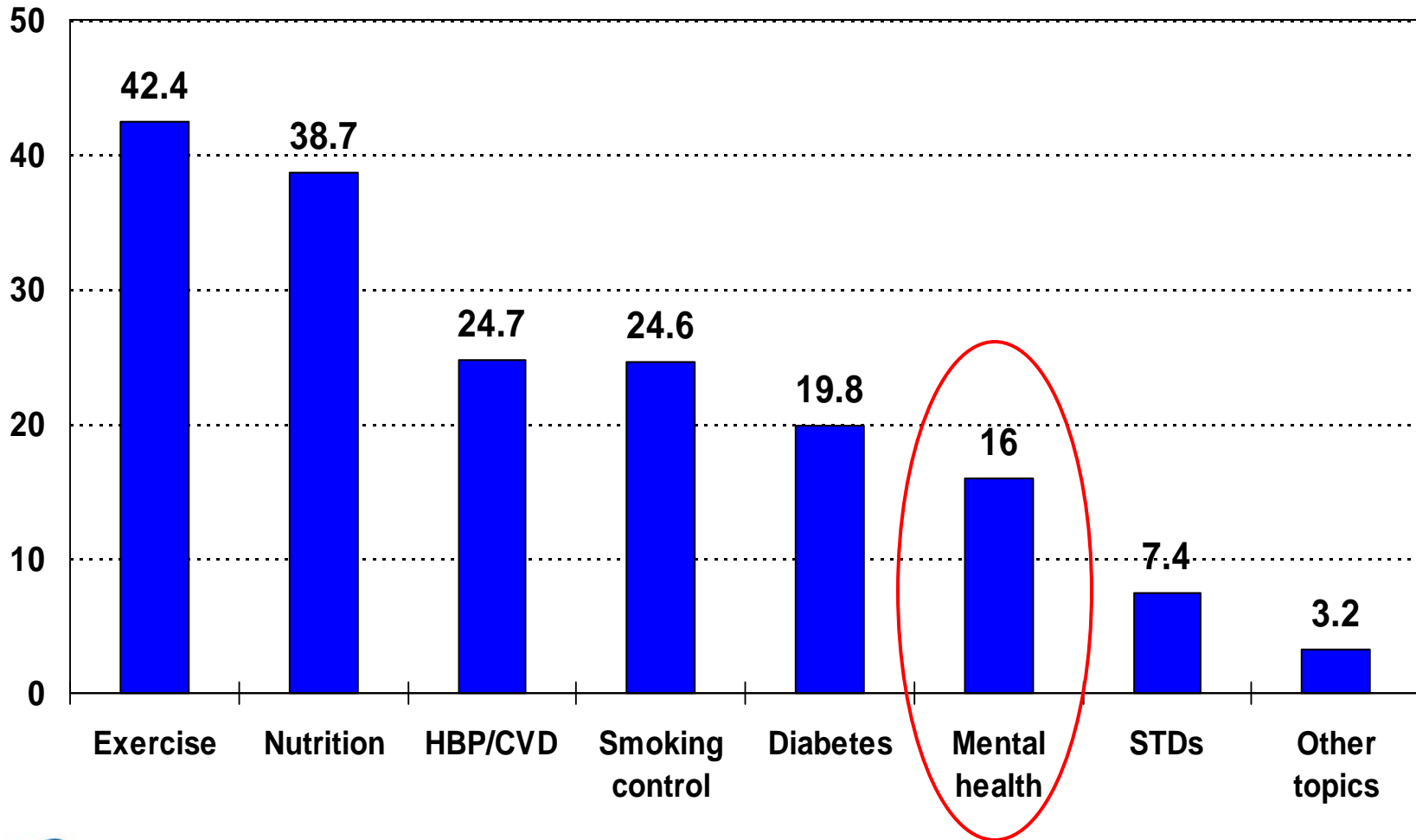
- improvements in individual's knowledge, attitudes and practices
- more workplaces & communities implement & sustain programmes + practices that promote positive mental health
 - reduced staff turnover, improved staff morale (productivity)

Long Term Outcomes

- reduced prevalence of minor psychiatric morbidity
- reduced rate of suicide, divorce, domestic violence & crime
 - improved quality of life
- improved physical health (e.g. reduced prevalence of IHD)

Prevalence of WHP programme by topic

Prevalence (%)



Barriers to having mental health programme at workplace	% respondents
1. Lack of expertise to organise programmes	219 (37.9%)
2. Mental health is not a concern in my company	176 (30.4%)
3. Mental health is not a priority in my company	110 (19.0%)
4. Lack of interest from staff	104 (18.0%)
5. Lack of budget	86 (14.9%)
6. Lack of management support	33 (5.7%)
7. Mental health programmes do not work	23 (4.0%)

Brief history in time



1993

2002

2006

Today

Let's talk about mental health **Depression**

- *public awareness & education*
- *focus on mental illnesses*
- *address stigma*
- *general public, youth*
- *'one size fits all' messages*
- *ad-hoc programmes*
- *stress talks at workplaces*

Depression

- *public awareness & education*
- *focus on depression & anxiety*
- *encourage help seeking*
- *general public, youth*
- *isolated workplace programmes*
- *work life movement*

Healthy Mind. Happy Life

- *public awareness & education*
- *beyond mental illness to mental wellbeing*
- *no health without mental health*
- *national mental health strategic framework*
- *targeted messaging for working adults, older persons, caregivers, youth, parents*
- *treasure your mind programme*

Developing a Mental Health Strategy at the Workplace



- Acknowledge “No Health without Mental Health”
- Start with Awareness – Mental Wellness is more than not having a mental illness + You can choose positive mental health
- Identify factors which may lead to poor mental health at the workplace
- Identify the dimensions of mental wellness and work these into a mental health education programme
- Take action to promote mental wellness and to educate employees on adoption of life style practices to achieve optimal mental health
- Secure commitment to a healthy workforce, placing a high value on both mental and physical health

Treasure Your Mind

A Workplace Mental Health Edu



- Enable **employees** to feel positive about themselves, their colleagues & the events in their lives
- Equip them with the **skills to cope** with the normal stresses of life, to **work productively** and contribute to their community
- Empower **supervisors** with skills to mentor and **provide appropriate support** to their subordinates
- Encourage **senior management** to provide a supportive work environment that enables staff to **achieve and sustain optimal mental wellbeing**

Create Supportive
Environment

Module 3: Corporate Counseling & Crisis Management

To provide employees **access** to more personal one to one or phone counseling services; To help companies create a mentally healthy workplace and be better equipped to manage crises

Teach Skills

Module 2: Building Skills for a Healthy Mind

To **empower** employees and supervisors with the skills to achieve mental well-being, and to train management on how to create a mentally healthy workplace

Build Awareness

Module 1: Cultivating a Healthy Mind

To help companies promote **awareness** among their employees of the importance of achieving mental well-being and the various dimensions of mental well-being

Treasure Your Mind is based on constructs³ of mental wellbeing

Constructs	Description	TYM Programme
Emotional well-being (positive emotions/feelings)		
Positive emotions	Regularly cheerful, Interested in life, In good spirits, Happy, Full of life, Calm and peaceful	Anger management Relaxation techniques
Life satisfaction	Mostly or highly satisfied with life overall	
Psychological + social well-being (positive psychological functioning)		
Self-acceptance	Holds positive attitude toward self, acknowledges, likes most parts of self, personality	Self-esteem
Personal growth	Seeks challenge, has insight into own potential, feels a sense of continued development, undertake formal/informal learning	Change management
Environmental mastery	Exercises ability to select, manage, and mould personal environs to suit needs	Change management Seeking help/Directory
Autonomy	Is guided by own, socially accepted, internal standards and values	Joy and Optimism
Positive relations with others	Has, or can form, warm, trusting personal + working relationships	Positive relationships Conflict resolution Mentoring skills for supervisors

³ Keyes, C. (2007) Promoting and protecting mental health as flourishing – A complementary strategy for improving national mental health. American Psychologist, 62(2), 95-108. <http://www.iblf.org/resources/general.jsp?id=123770>

Going forward



- Rewarding best practices
 - Treasure Your Mind Award (Singapore HEALTH Award)
- Measuring progress
 - National Workplace Health Promotion Survey
 - National Health Survey
 - National Health Surveillance Survey
 - Scale to measure mental wellbeing status
- Ageing population
- Addressing stigma
 - Innovative communication channels