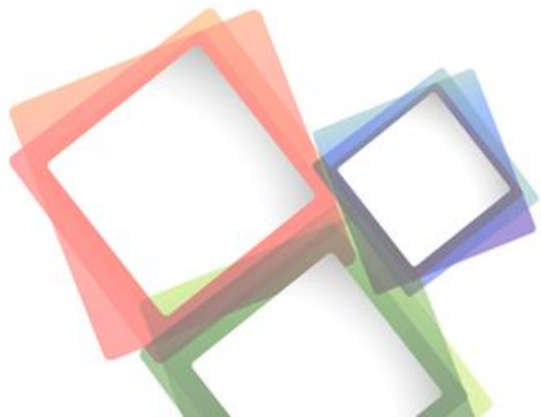


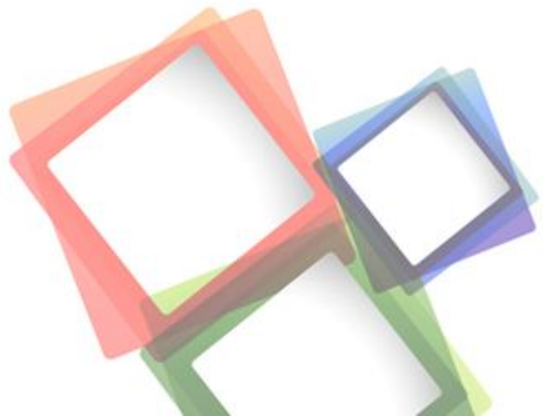
Improving the Health of Mature Workers through Greater Access to Holistic Workplace Health Initiatives

Don Leow, VP HR
SBS Transit



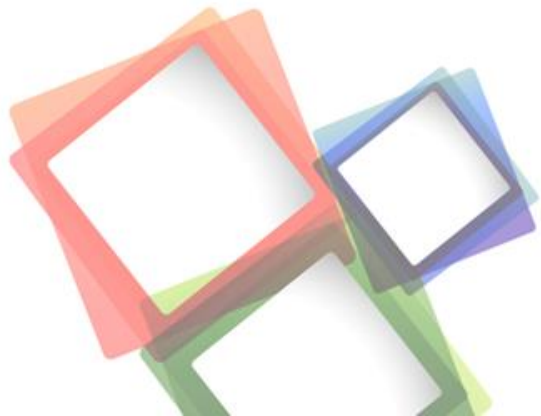
About SBS Transit

- We are a public transport operator providing bus and rail services
- We have a total workforce of around 10,000
 - Bus employees spread across 6 depots, 2 bus parks and 17 interchanges
 - Rail employees distributed around 2 depots and 50 stations
- Our employees start work as early as 4.30 am and they may be required to work shifts



We value our people

- In SBS Transit, people are our key assets
- We value every employee, including mature and experienced ones
- Our people management philosophy is evident in our:
 - Retirement age of 67, which is above the statutory retirement age
 - Singapore Quality Class Star, Singapore Service Class (S Class) and People Developer certifications



We believe in staying active and healthy



- Annual sports events
 - Cross-Country run at MacRitchie Reservoir Park
 - Bowling competition at Orchid Country Club
- Workout events
 - Active Week & Mass Workout, Aug 2016
 - #1 CDG Workout, 8 Aug 2017



We wanted to do more to increase access for our employees on shifts

Other than bringing health activities to bus depots & interchanges, we

- conducted **training for our management & line managers to pick up early signs of mental well-being issues in staff** (e.g. anxiety, depression) and provide appropriate support and referral to professional help
- worked with Tan Tock Seng Hospital to **reduce workplace health risks**
- **set up health monitoring corners** for BMI & blood pressure measurements



We customised a holistic health programme for bus captains using the 4Rs

1. **R**ight siting

2. **R**ight timing

3. **R**elevant programmes

4. **R**ight partners



Healthier Workers, Happier Workers 健康员工, 快乐员工

3 Steps To Better Health 健康生活三步曲

1  Screen 检验
Only takes a few minutes
只需几分钟

2  Learn and apply
活学活用

3  Maintain
养生

Brought to your workplace by 协力呈现

 ntuc
National Trades Union Congress

 Health
Promotion
Board

 SBS Transit

 meeting
together
with
you
NTWU / A union for you

1. Right siting

- We brought **health screening to the depots** so bus captains can do their health checks before starting their shifts.



- We brought **health coaching activities to the interchanges** so bus captains can interact with health coaches conveniently after their shifts.



2. Right timing

- To suit the shift schedules of our bus captains,
 - We conducted **health screening at 4am at depots** before they start their shifts.
 - We conducted **health coaching between 12-4pm at interchanges** during the change-of-shift period



3. Relevant programmes

- Taking a **person-centric approach**, we addressed **both age-related and work-related health components** in a holistic programme



4. Right partners

- Tripartite effort
 - SBS Transit (Employer)
 - NTUC & NTWU (Union)
 - HPB (Health Consultant)



ntuc
National Trades Union Congress

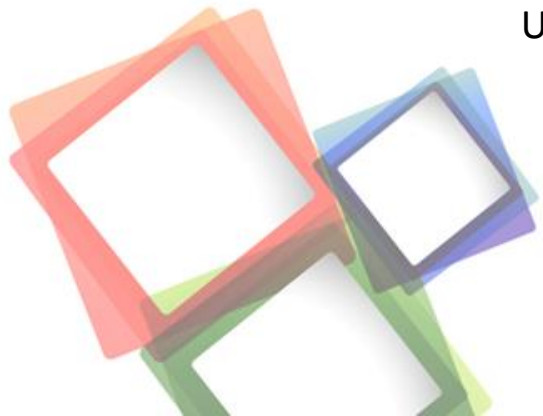
National Trade
Union Congress
(NTUC)



National Transport
Workers' Union
(NTWU)



SBS Transit



We wanted to impact more employees


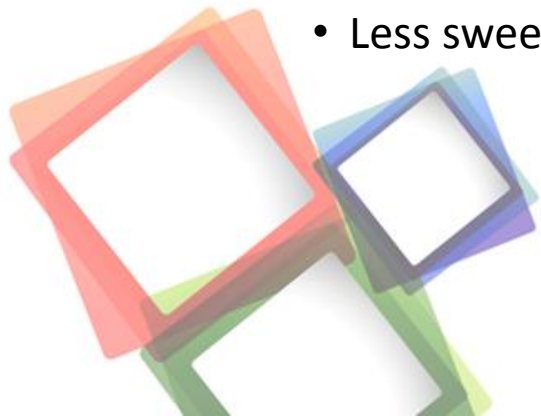


- To ensure all our bus captains are cared for, we rolled out workplace health initiatives to all our sites (HQ, Bus depots & Bus interchanges)




We want to continue to sustain efforts

- **Free Annual Health Screening for all 10,000 Bus and Rail staff** from June 2016 onwards as part of our Collective Agreement renewal with NTWU
- **Set up gyms** at all our bus depots to encourage physical activity
- **Promoting Healthier Food Choices at NTWU Canteens**
 - Brown rice option
 - Less oily dishes
 - Less sweet coffee and tea



**Take Control
of Your Health**

Get Screened Today!



Basic Free Health Screening includes:

- Health & Weight Measurement
- Blood Pressure
- Blood Glucose
- Blood Cholesterol
- Eye Check
- Lifestyle Survey

Please fast for 8 hours before the test. Plain water is allowed.
All screening results will be kept confidential.
Please contact HR for more information.



Thank you

