

1st International Conference on Healthcare Transformation
♦ Primary Care Focus ♦ Singapore ♦ 9-11 May 2008

Promoting health at the workplace

□ Case study – Treasure Your Mind

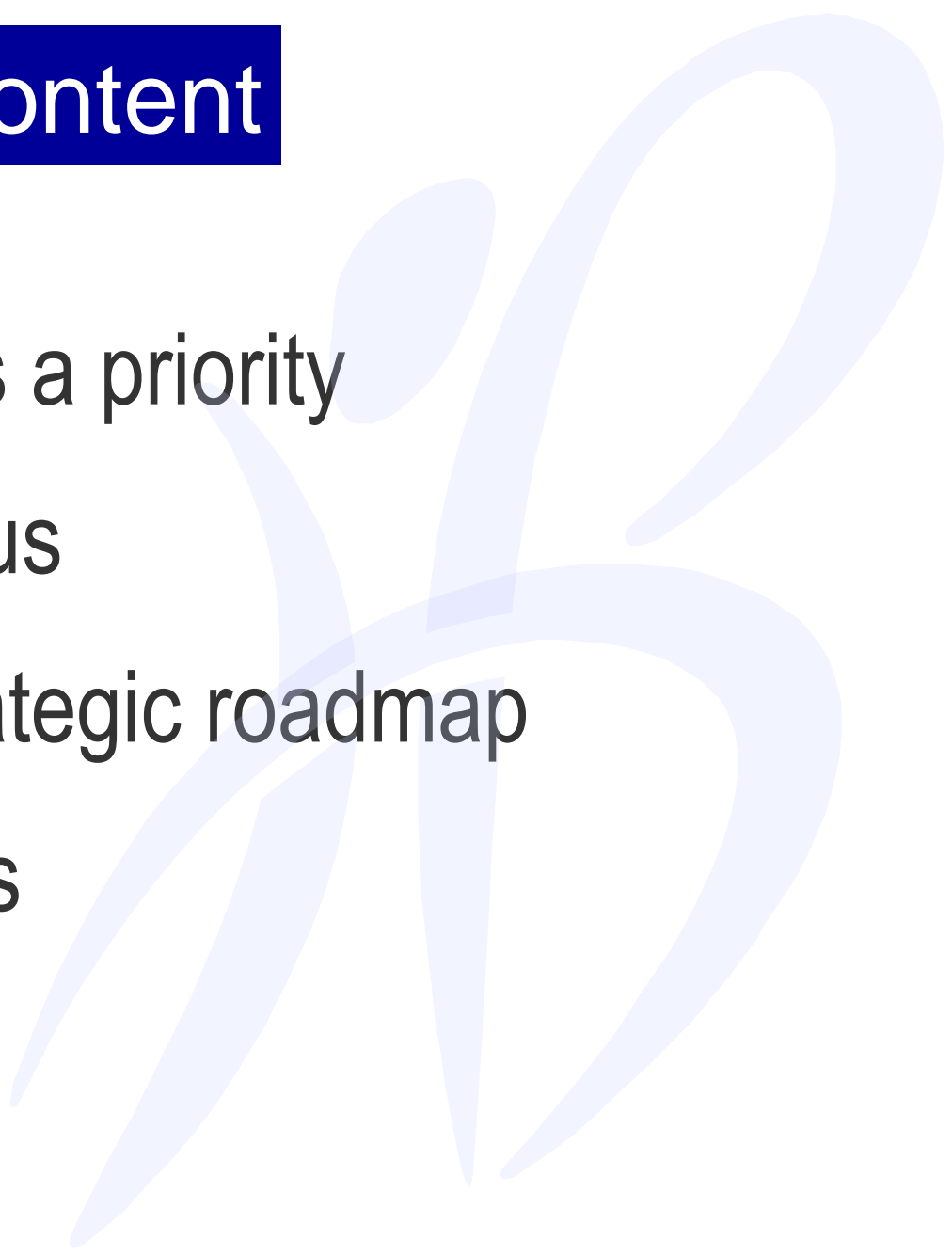
Dr Koh Yang Huang
Senior Deputy Director
Adult & Elderly Health Division



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 organizations in health promotion
- To create a conducive environment for leading a healthy lifestyle
- To be a centre of excellence for health promotion

Content

- Why WHP is a priority
 - Current status
 - National strategic roadmap
 - Case studies
 - Summary
- 
- A large, faint, light blue decorative graphic is positioned on the right side of the slide. It consists of several overlapping, curved, leaf-like or petal-like shapes that create a sense of movement and depth. The graphic is semi-transparent, allowing the text behind it to remain visible.

Why WHP is our priority

- 64% of S'poreans aged 18-65 yrs work
- Spend more than 2/3rd of waking hours at work
- Ageing workforce ¹
 - Median age 35 yrs (1994) → 41 yrs (2007)
 - % workforce aged 30 - 59 yrs rose from 66% (1994) → 74% (2007)
- Rising healthcare cost ²
 - SG\$4.7b (2000) → SG\$ 14.7b (2030)
- Existing infrastructure to influence behaviour

¹ Singapore 2007 Statistics Highlights. Department of Statistics, Ministry of Trade & Industry. <http://www.singstat.gov.sg>

² Population Ageing on National Health Expenditure in Singapore, Institute of Policy Studies, 1996.



Today

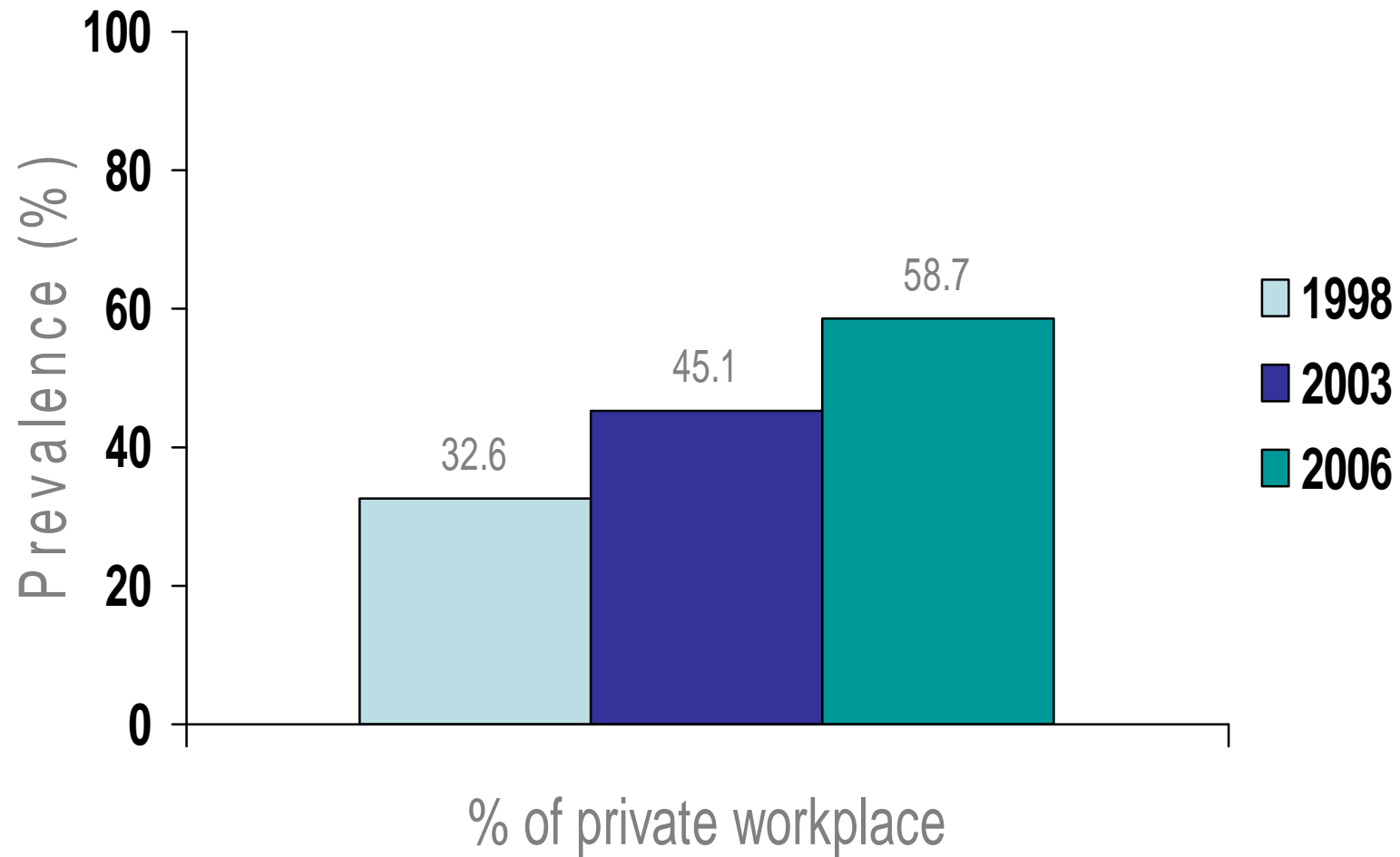
*2 out of 3 private
companies in Singapore
have a WHP programme*

Workplace health promotion is ...

... the process of enabling people to increase control over and to improve their health [Ottawa Charter, 1986]

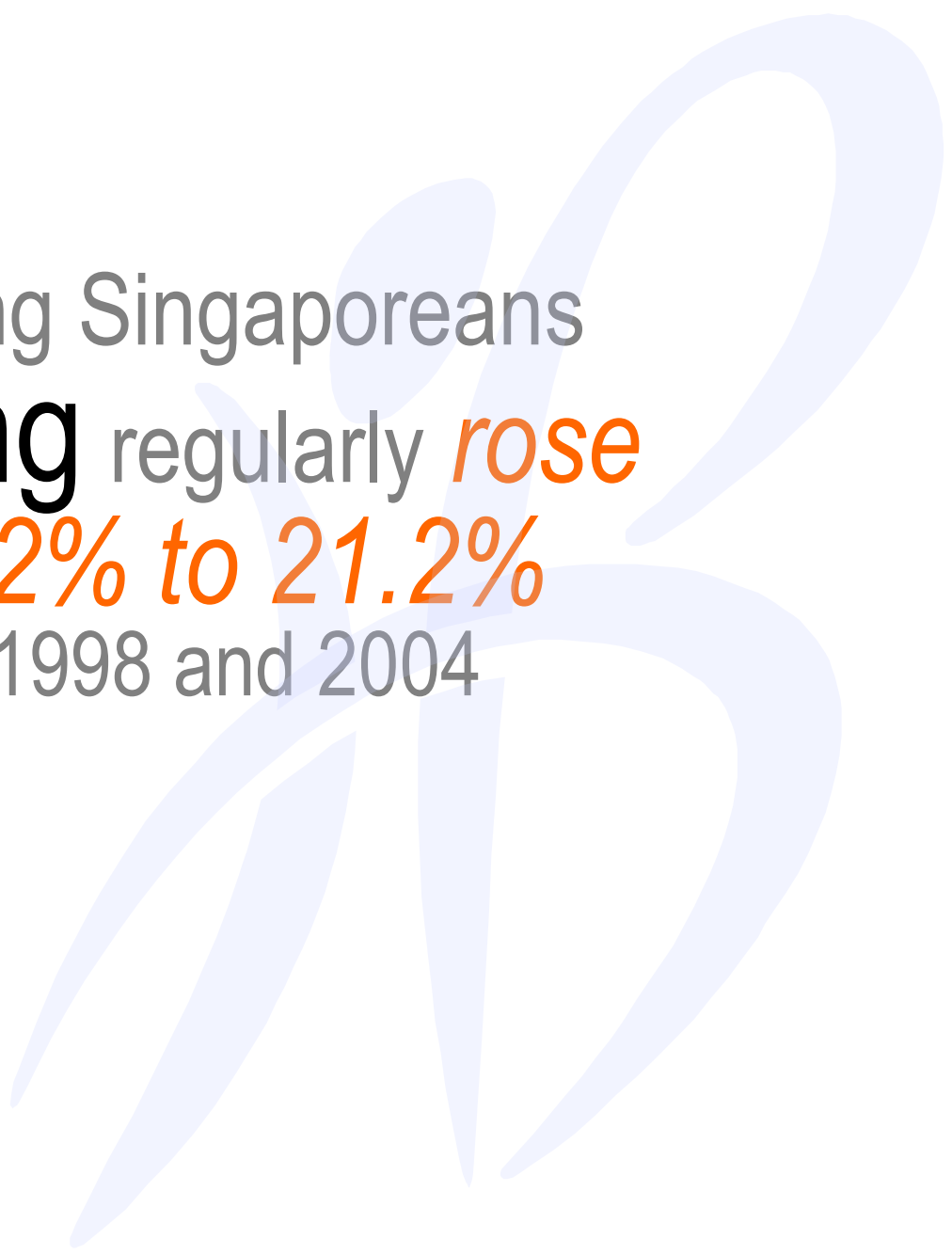


Prevalence of WHP, 1998 - 2006



(Unpublished data) National prevalence survey of workplace health promotion. Health Promotion Board. Singapore.

% of working Singaporeans
exercising regularly *rose*
from 14.2% to 21.2%
between 1998 and 2004



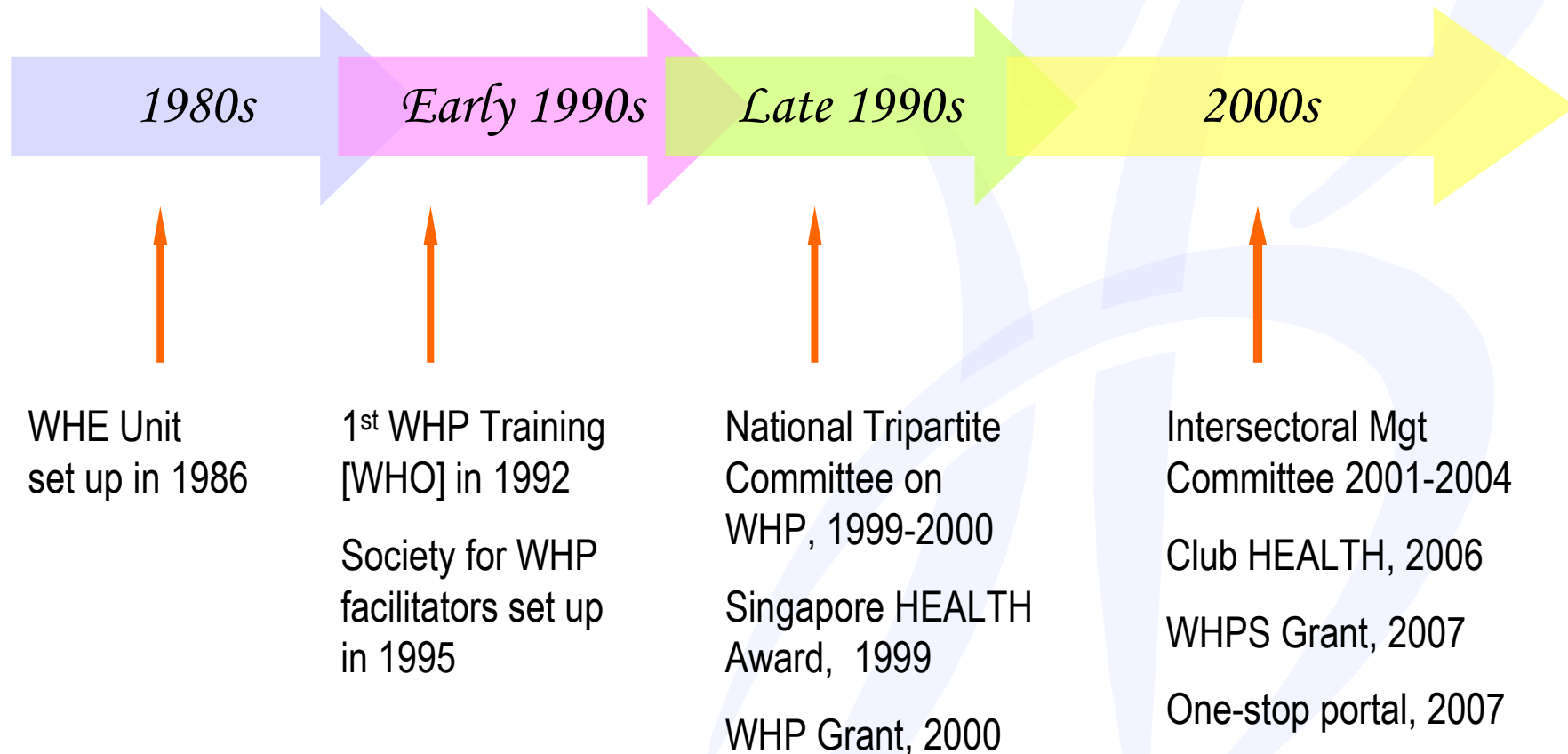
Health indicators for working population

Indicator	1998	2004
Diabetes	6.5%	6.6%
HPT	19.1%	18.7%
High TC	24.7%	18.6%
Exercise	14.2%	21.2%
Obese	5.2%	6.6%
Smoke	17.6%	15.1%



What
have we
done *right*

Milestones



Strategies to incentivise WHP

- I*ntegrating WHP
- A*chievement recognition
- P*olitical leadership
- P*artnership and collaboration
- P*roviding infrastructure support
- A*ttuned to customer's needs

/ntegrating WHP

Company level:

- comprehensive
- organisational structure
- leadership

National level:

- political will
- intersectoral co-operation
- empowering stakeholders
- integrating with productivity movement

Recognising *a*chievements

- Singapore HEALTH Award
 - criteria – commitment, leadership, sustainability, comprehensive, vision, planning, results
- Health Leader & Promoter



	<u>1999</u>	<u>2004</u>	<u>2006</u>
Number of awards	132	280	349
Private sector participation	48%	71%	81%

- **WHPS Grant** – up to SGD50,000
- **co-funding** scheme to encourage companies to start-up and sustain their WHP programmes

*P*artnership and collaboration

- **Platforms:** National Tripartite Committee on WHP, Intersectoral Management Committee
- **Public relations, media, marketing**
- **Club HEALTH**
- **Feedback sessions**

*P*olitical leadership

- Government funding
- Leadership by example
 - 100% WHP in public agencies
- Leadership from the top
 - National Healthy Lifestyle Campaign
- National Campaigns and Programmes
 - Health screening & chronic disease management
 - Nutrition labelling
 - Smoking control legislations
 - Urban planning

*P*roviding infrastructure support

- One-stop shop

- portal

- enquiry line

- consultation


- coaching

- Health Information Centre & Library



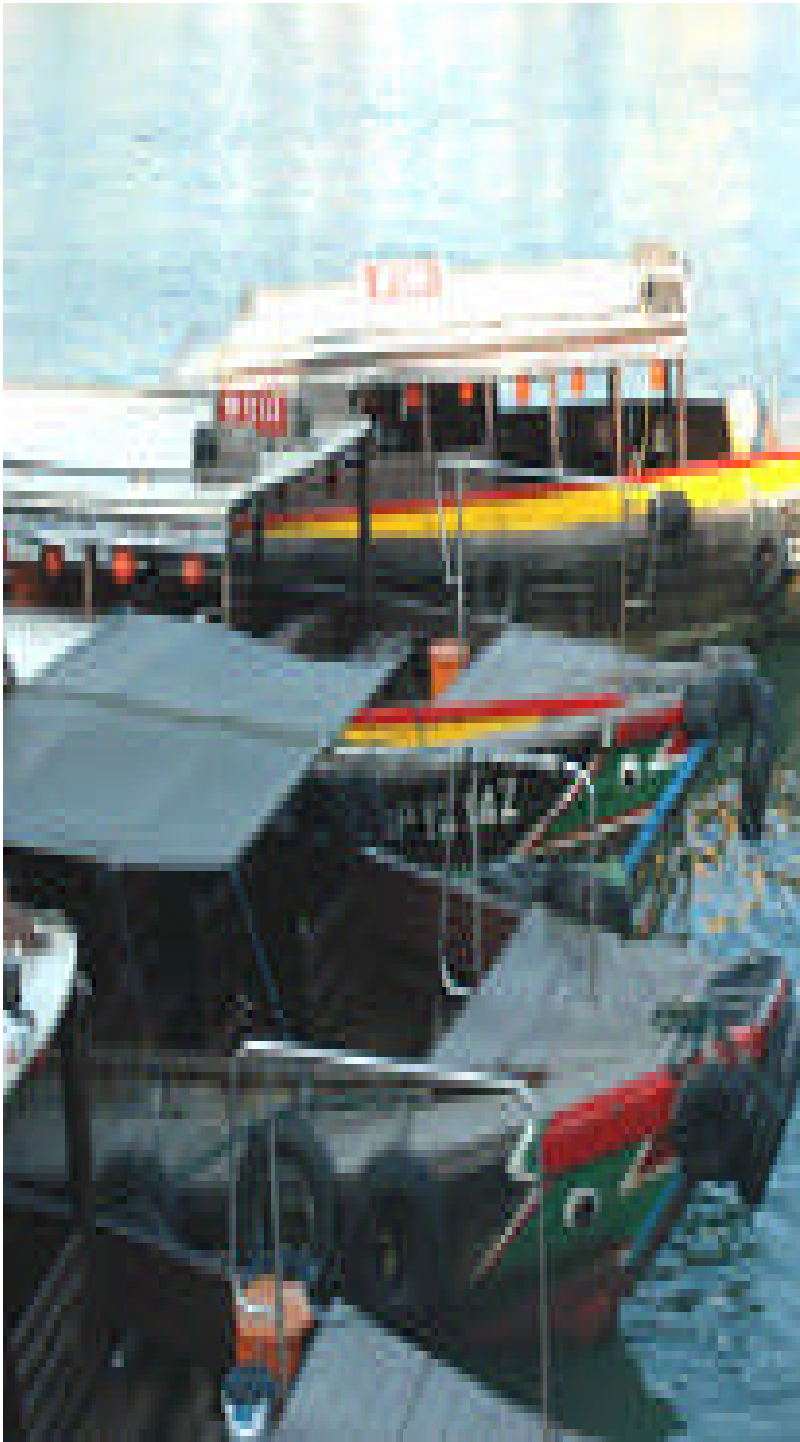
- Resources

- CEO toolkit
- Essential guide
- Best practices
- Directory of service providers
- e-Bytes [hpb_nutrition_dept@hpb.gov.sg]
- print and audiovisual aids, teaching models
- presentation slides

- 
- Training
 - National WHP Conference
 - Training courses for activists, managers
 - Accreditation programme for service providers
 - Club HEALTH
 - Business networking

A ttuned to customer's needs

- Programmes that are customer-centric
 - plug and play
 - fun
 - affordable
 - culturally acceptable
 - variety - physical activity, nutrition, mental health, HIV/AIDS, chronic diseases, smoking control



Beyond
physical to *mental*
and emotional
health

Mental health situation in Singapore

Among adults aged 18 to 59 yrs¹

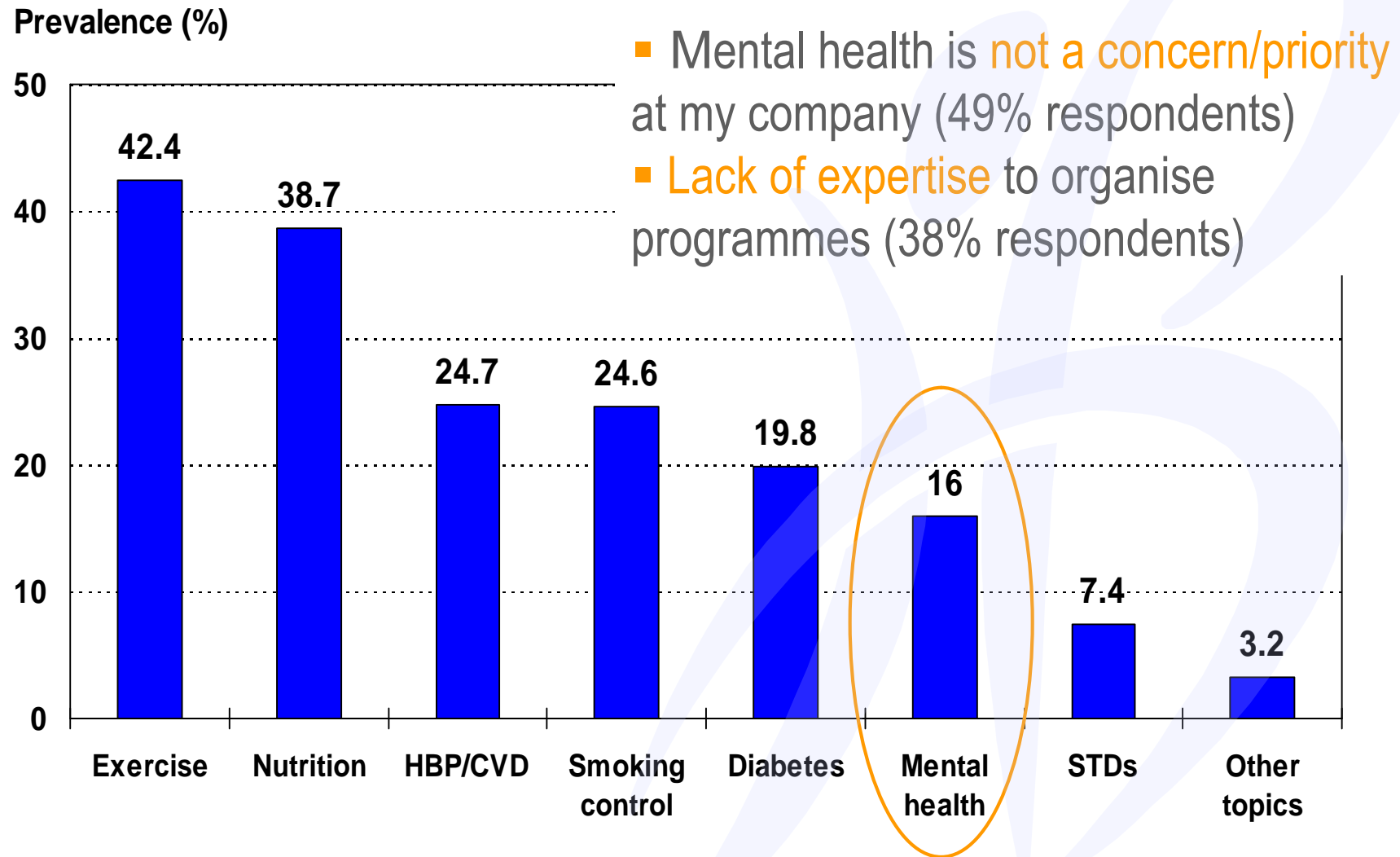
- lifetime prevalence of depression at 5.6%
- lifetime prevalence of anxiety disorders at 3.4%
- prevalence of other forms of MH problem [phobias, mild depression] at 15.7%
- Only 49.1% with mental disorders sought help

Among older persons above 60 yrs¹

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

¹ National Mental Health Survey, 2003

Only 16% workplaces had MH programmes




Source: Unpublished data: Health Promotion Board, National Survey on Workplace Health Promotion among Private Companies in Singapore, 2006 (n=668 companies).



Launching **Treasure Your Mind**

*A modular workplace
mental wellbeing
education programme
for employees,
supervisors and
management*

- 
- addresses various **dimensions of mental well-being**
 - feeling positive about themselves, colleagues, & events in their lives
 - being able to cope with daily stresses
 - being able to mentor effectively
 - more than preventing mental illness
 - **inspiring and empowering** each and every person at the workplace with the knowledge and life skills to love life, nurture relationships and enjoy their work
 - encouraging senior management to provide a **supportive & caring work environment**

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

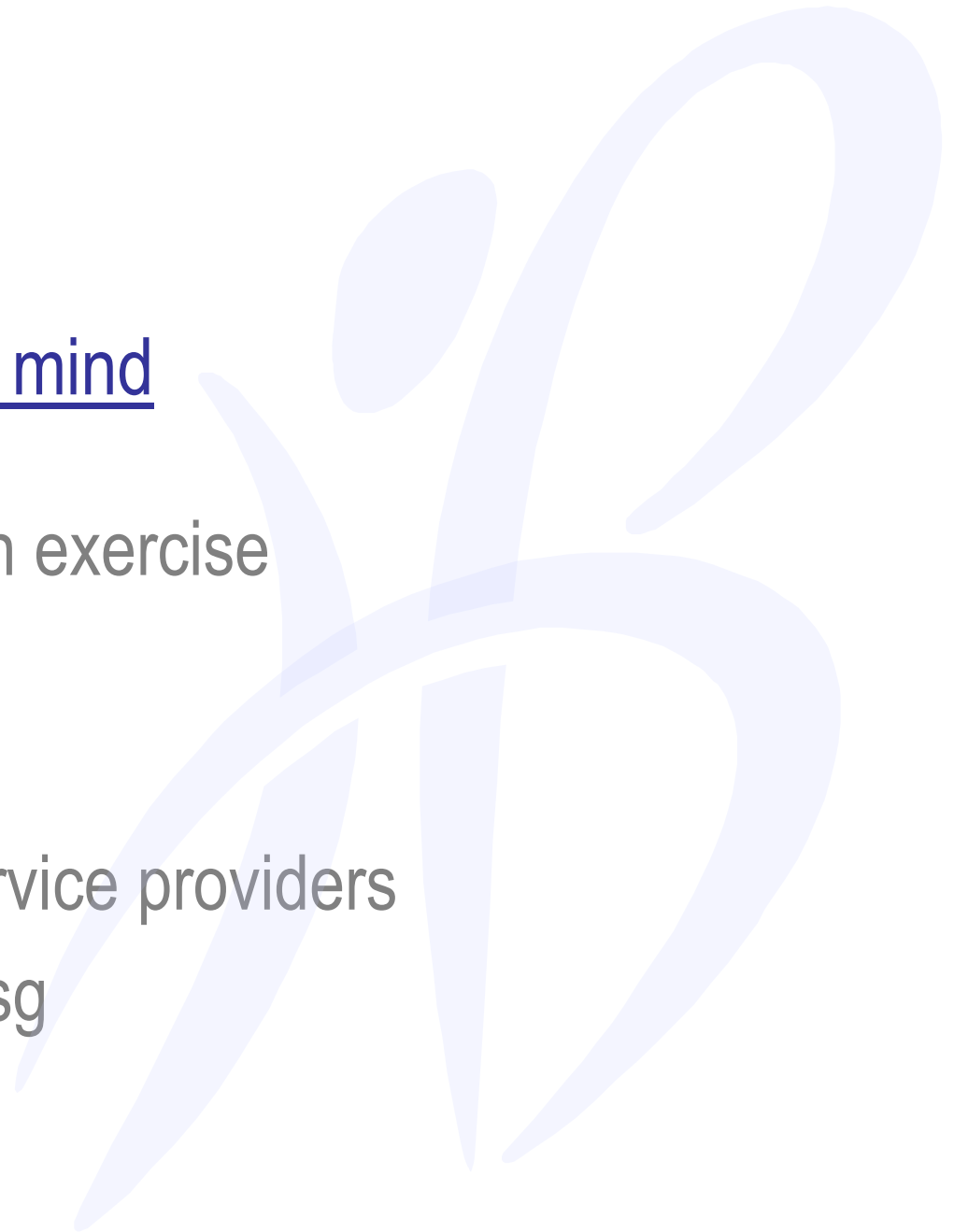
Build Awareness

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


Module 1: Cultivating a healthy mind

- Talk cum relaxation exercise
- Garden exhibits
- Booklet
- Directory listing service providers
- www.healthymind.sg



Module 2:

Building skills for a healthy mind

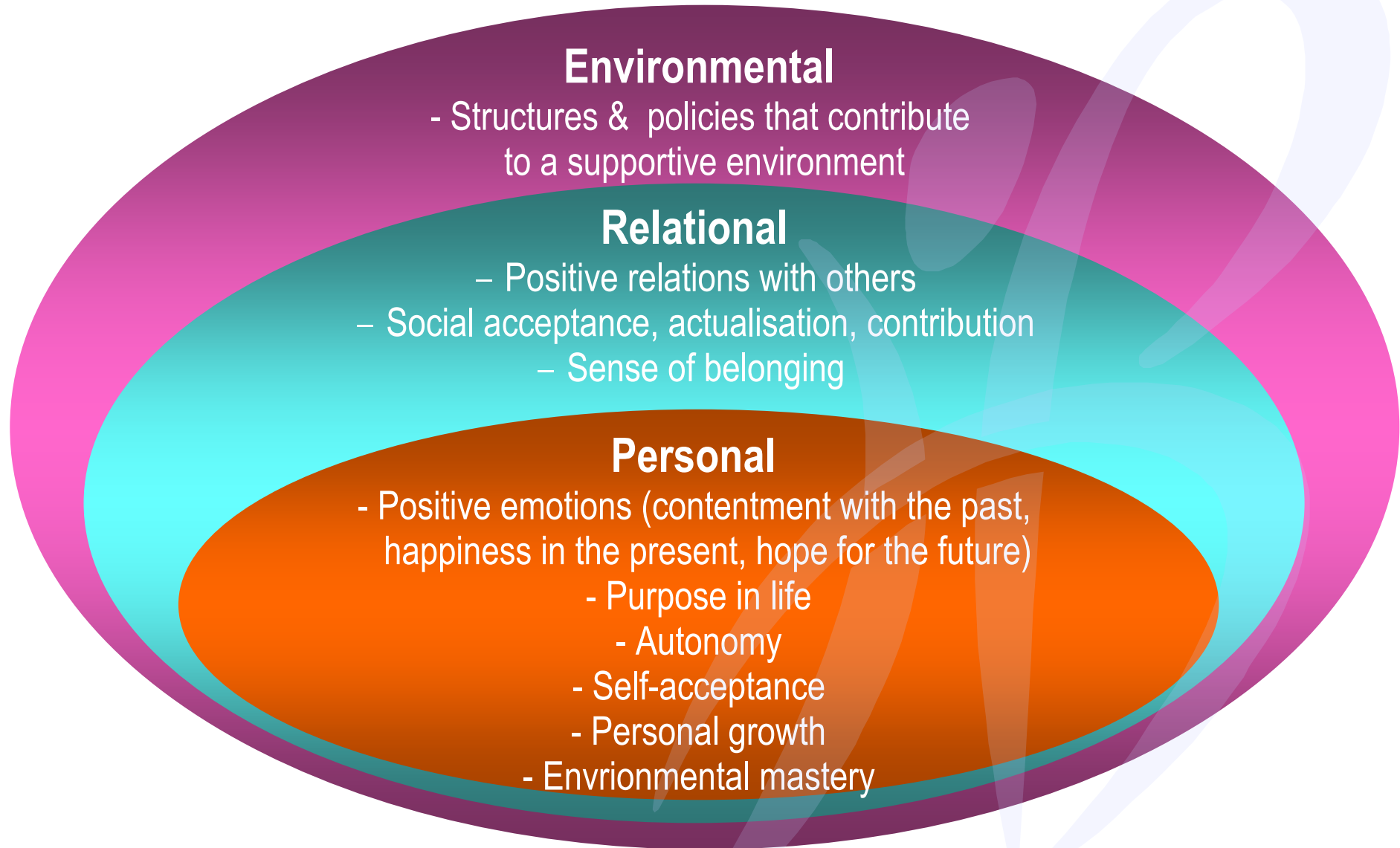
1. Positive relationships
 2. Change management
 3. Anger management
 4. Conflict resolution
 5. Self-Esteem
 6. Relaxation techniques
 7. Joy & optimism
 7. Mentoring skills for supervisors & managers
 8. Mental health first aid training for supervisors & managers
- 

Module 3:

Counselling & crisis management programme

- Personal counselling – phone, face-to-face
- Training/consultation for management
- Crisis management programme

Treasure Your Mind is based on constructs³ of mental wellbeing



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.

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

MOH unveils mental health roadmap

It's never too early to nip mental health problems in the bud

SHERALYN TAY
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IN A fitting tribute on World Mental Health Day and Children's Day, the Ministry of Health (MOH) yesterday revealed details in their roadmap to build a mentally-resilient society, including a concerted community programme aimed at children.

Elaborating on her Ministry's recent injection of \$88m towards mental wellness, Permanent Secretary for Health, Ms Yong Ying-I, said that \$40m will go towards four community programmes – targeted at children, youth, adults and the elderly.

Under these programmes, community partners such as general practitioners (GPs), counsellors, schools, family service centres and voluntary work organisations will be trained to pick up mental disorders at the onset. Hotlines will also be set up. Overall, said Ms Yong, the goal is to bet-



ter connect the existing community agencies for more effective outreach.

The programme for children is an \$8m initiative called the Response, Early Intervention and Assessment in Community Mental Health (Reach). It aims to train some 50 GPs and 350 counsellors

over the next five years in the early detection of childhood conditions such as Attention Deficit Hyperactive Disorder (ADHD), anxiety and depression.

Some 12.5 per cent of children from the ages of 6 to 12 here have some sort of emotional or behavioural problems, said

Mr Leong Yew Meng, CEO of the Institute of Mental Health (IMH).

"Studies have also suggested that unresolved mental health problems can lead to greater downstream societal problems, such as crime, in adulthood," he said.

The IMH sees 2,000 new cases annually for childhood mental conditions and ADHD affects about a quarter of these cases, said Dr Daniel Fung, chief and senior consultant of child and adolescent psychiatry at the IMH.

While a 2004 mental health survey showed that mental illness rates here are similar to the rest of the world, Dr Fung said: "The strategy is to be pre-emptive and deal with problems before they arise."

With Reach, he said, community partners can be more empowered to be part of the solution and help draw the load away from outpatient services at hospitals.

For the elderly who cannot access hospital services, home-based clinical services, among other things, will be provided under another new initiative, the

NEED A HELPING HAND?

EARLY PSYCHOSIS INTERVENTION PROGRAMME: 9017 8212

ADULT COMMUNITY MENTAL HEALTH TEAM: 6388 2222

Call Mon to Fri from 8am to 5pm

Community Psychogeriatric Programme (CPGP). Funded to the tune of \$7m, the programme aims to train 850 eldercare personnel over the next five years, starting next month.

Meanwhile, existing programmes including the Early Psychosis Intervention Programme (EPIP) for Youth and the Adult Community Mental Health Team (Adult CMHT) will also get a funding boost of \$10.5m and \$14.5m respectively.

Over 780 people will also be also be trained in early detection and intervention.

"We are looking at early detection and prevention because we believe, for a lot of people, early detection and treatment at the community level by GPs is all that is necessary," Ms Yong said.

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)

Evaluation

Intermediate outcomes

At national level

- Prevalence of WHP programmes
(3-yearly National WHP Survey)
- Proportion of workforce covered by a WHP programme
(3-yearly National WHP Survey)

At programme level

- Change in worker's knowledge, attitudes & practices
(Post-Intervention Survey)
- Change in worker's mental health status (Experimental Study)

Long term outcomes

At national level

- Prevalence of HPT, DM, TC, obesity, MPM, smoking, physical activity status, dietary habits among working population
(National Health Survey, National Health Surveillance Survey, National Nutrition Survey)
- Staff turnover and other productivity indicators
(other national data)



In Summary

- *WHP is gaining acceptance*
- *HP takes time to show results*
- *WHP does work!*
- *It has to go beyond health care ...*
- *Creating working conditions that are safe, healthy, stimulating, satisfying and enjoyable*
- *WHP must stay dynamic*
- *Helping people to value health as a resource for everyday life*

Thank You.



Please visit www.hpb.gov.sg/healthatwork for more information.