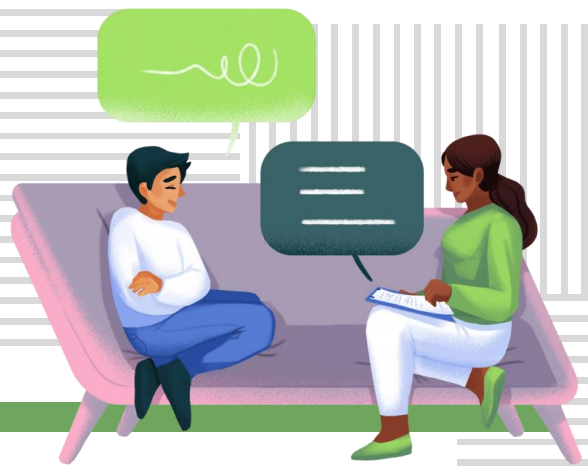




TRIPARTITE ADVISORY ON MENTAL HEALTH AND WELL- BEING AT WORKPLACES

A Tripartite Advisory jointly issued by
Ministry of Manpower (MOM),
National Trades Union Congress (NTUC) and
Singapore National Employers Federation (SNEF)

First edition: 17 Nov 2020
Second edition: 20 Nov 2023



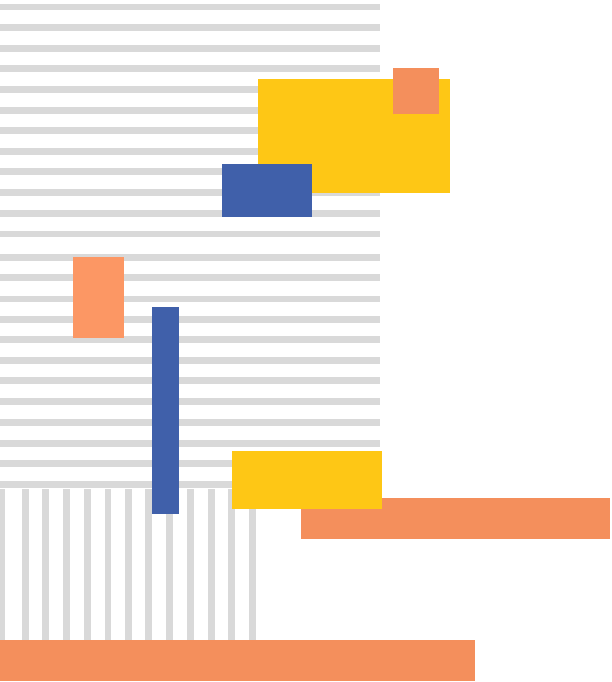
PURPOSE

Mental health is a growing concern. The 2022 National Population Health Survey found that prevalence of poor mental health among Singapore residents aged 18 to 74 was 17.0%. International studies have suggested that work stressors were among factors associated with poor mental health¹. This document (i) sets out practical guidance on measures that employers can adopt to support their employees' mental well-being, (ii) provides resources employers, employees and self-employed persons can tap on, and (iii) encourages employment support for Individuals with Mental Health Conditions (IMHCs).

MENTAL WELL-BEING AT WORKPLACES

A healthy state of mental well-being can contribute to improved productivity². A negative working environment, however, can lead to physical and mental health challenges. While a person's mental health is influenced by many factors, including both work and non-work factors, this Advisory's focus is on what can be done in workplaces to support employees' mental well-being.

1. World Health Organisation. 2019. Mental health in the workplace. Retrieved from https://www.who.int/mental_health/in_the_workplace/en/
2. Kangasniemi, A. & Maxwell, L. & Sereneo, M.. 2019. The ROI in workplace mental health programmes: Good for people, good for business. Retrieved from <https://www2.deloitte.com/us/en/insights/topics/talent/workplace-mental-health-programs-worker-productivity.html>



CAUSES OF WORK STRESS

Work stress can come from multiple factors and can relate to work content and work context. Work content refers to working conditions, such as job scope, participation and control, workload, pace of work, and work schedule. Work context refers to the organisation of work and interactions at work, such as organisational culture and function, interpersonal relationships at work, and home-work interface³.

During the COVID-19 pandemic, practices such as mandatory work-from-home and split team arrangements have been widely adopted, leading to drastic changes to work content and work context that can and have contributed to work stress for many employees. Telecommuting has since become more commonplace. While some degree of work stressors will not have adverse effects, employers should be mindful that high levels of such stressors at work can harm employees' mental well-being⁴.

Employers can consider the following recommendations to prevent work stress from compromising well-being and productivity and to build a more supportive and inclusive workplace. The recommendations can be implemented at three levels –

- I. Organisation level;
- II. Team/Department level; and
- III. Individual employees.

Depending on an organisation's readiness, available resources and needs, employers can adopt the recommendations that would work best to support the mental well-being of its employees. For more detailed step-by-step guidance on kickstarting a company's mental well-being journey, organisations may refer to the [Playbook on Workplace Mental Well-being](#).

3. World Health Organisation. 2004. [Work organisation & stress](#), Systematic problem approaches for employers, managers and trade union representatives. p. 6 -7
4. International Labour Organisation. 2016. [Workplace stress: A collective challenge](#), Report for the World Day for Safety and Health at Work



01 / RECOMMENDATIONS FOR THE ORGANISATION

- ① **Review the state of employees' mental well-being regularly as part of risk assessment for workplace health.**
 - Conduct surveys and focus group discussions to understand general state of mental well-being of employees and work stressors.
 - [iWorkHealth](#) - a confidential online self-administered assessment tool is one such survey that companies can tap on.
 - Employers should implement measures to address work stressors and track their effectiveness in improving the mental well-being of employees through periodic surveys and administrative data as proxy indicators (e.g. absenteeism). Employers may refer to the [iWorkHealth Interventions webpage](#) for recommendations to address specific workplace stressors.

01 / RECOMMENDATIONS FOR THE ORGANISATION

- ②** Appoint workplace mental well-being champions (WMWCs) to (i) rally senior management to implement policies and support employees' mental well-being (ii) organise and curate activities, programmes and resources to enhance employees' mental well-being and (iii) establish a system to refer persons in distress to professional help.
- WMWCs can join the Workplace Safety and Health (WSH) Council's [Well-being Champions Network](#) to access a range of resources and training to strengthen their knowledge on mental well-being, and opportunities to exchange ideas and best practices with each other.
 - Employers can tap on the Health Promotion Board (HPB)'s mental well-being programmes under the [Workplace Outreach Wellness \(WOW\) Package](#) or WSH Council's [Total WSH Programme](#).

01 / RECOMMENDATIONS FOR THE ORGANISATION

3 Review HR and workplace policies with a view to supporting employee mental well-being and employees with mental health conditions.

- Ensure workplace practices and performance management systems are non-discriminatory and merit-based in nature.
 - Under the upcoming [Workplace Fairness Legislation](#), workplace discrimination on the basis of mental health conditions will be prohibited across all stages of employment i.e. pre-employment (e.g. recruitment), in-employment (e.g. promotion, performance appraisal, training) and end-employment (e.g. dismissal). Employers will also be required to put in place grievance handling procedures.
 - Employers should not ask job applicants to declare personal information, which includes any mental health conditions, unless it is a job-related requirement, as stated under the [Tripartite Guidelines on Fair Employment Practices \(TGFEF\)](#).
 - Employers should also establish an internal channel (e.g. designated officers, survey links to send anonymous feedback) for reporting feedback and dispute resolution related to practices that have affected mental well-being. Clear policies related to maintaining confidentiality for reporting feedback should be put in place and communicated clearly to employees.
- Develop a policy on flexible work arrangements (FWAs) so that employees who may need FWAs to better meet both their work and personal demands know what types of FWAs are available and how to go about requesting them:
 - Employers should consider FWA requests fairly, taking into consideration both employees' and business needs. The upcoming Tripartite Guidelines on FWA Requests will set out how employers can do so, as well as how employees can use FWAs responsibly.
 - For more information on FWAs as well as resources on how to implement them, please refer to [TAFEP's guide on FWAs](#).

01 / RECOMMENDATIONS FOR THE ORGANISATION

4 Establish an after-hours work communication policy.

- Employers are encouraged to establish reasonable expectations for work-related communication after hours and communicate them to employees, including expectations when employees are on leave.
- If they are unionised, employers should discuss these expectations with their respective unions.
- Understanding the need for proper rest outside of work hours
 - Adequate rest outside of work hours will help reduce work burnout and improve productivity.
 - This is particularly pertinent for employees who telecommute, where the lines between personal life and work are blurred.
 - Work-life harmony remains key to employees' overall well-being and optimal business performance.
- Employers may refer to the [Sample Policy for After-Hours Communication](#).

Examples of after-hours policies that employers can adopt as good practices:

- Employers should set out clear position that for work-related messages (e.g. SMS, WhatsApp, Telegram) and emails sent after work hours⁵, a response is not expected until the next working day, except for messages/emails marked as 'Urgent'.
- For non-urgent messages/emails sent outside work hours, senders could include a header stating that no immediate response is expected from the recipient.
- If employees are required to work after-hours, supervisors should consider giving time-off for employees to have adequate rest⁶.

5. Work hours depends on the nature of the job. For global roles which works on international work hours, employees may be required to respond even for non-critical, not urgent matters. This is to ensure that Singapore remains as an important partner in the global economy.

6. For workers covered under Part 4 of the Employment Act (EA), they should be compensated as per the EA's requirements.

01 / RECOMMENDATIONS FOR THE ORGANISATION

5 Establish return-to-work policies to support employees who are recovering from mental health conditions.

- Given that returning to work can be daunting for an employee who is recovering from a mental health condition, employers can support their employees by practicing FWAs (i.e. Flexi-load, Flexi-place and Flexi-time) to allow them to gradually transit back to work while still providing time for treatments.
- Employers can refer to the [NCSS Mental Health Toolkit for Employers](#) on return-to-work guidelines.
- In cases where work performance has been impacted by the development of a mental health condition, there should be a return-to-work adjustment period where the employee is provided with guidance and support in enhancing their performance before actions such as termination are considered.

6 Hire IMHCs to access a wider talent pool and build more inclusive workplaces, which also improve the employment and employability of IMHCs.

- Employers may partner employment support agencies such as [Institute of Mental Health](#), [Singapore Anglican Community Services](#) and [Singapore Association for Mental Health](#) to put in place post-placement support and hire IMHCs.



02 / RECOMMENDATIONS FOR THE TEAM & DEPARTMENT

- ① **Train managers/supervisors /HR /WSH representatives/ union leaders to spot signs of mental distress, and on where they can refer employees to seek help from.**
- Employers may wish to tap on the service providers listed in Annex A or HPB’s wellness programmes to equip managers and HR personnel with skills to be supportive leaders at the workplace. [[Mental Health Training Workshops](#)]

02 / RECOMMENDATIONS FOR THE TEAM & DEPARTMENT

2 Foster a psychologically safe and trusting work environment by having open and regular conversations on mental well-being.

- Supervisors can schedule regular check-ins with employees to assess their state of mental well-being and review/prioritise their workloads where necessary. If employees share his/her mental health challenges, it is an act of courage and vulnerability. Supervisors should respond with sensitivity and provide assurance that his/her challenges will be kept confidential.
- Teams could come together to share their thoughts/experiences related to mental well-being and their journey of overcoming personal struggles. Management can also encourage an open culture by sharing their stories. Such conversations seek to signal that 'It's OKAY to Reach Out' and aim to destigmatise negative associations around mental health challenges.

3 Set up a peer support system enabling trained peer supporters to help employers create safe environment for workers in need and destigmatise mental health issues at work.

- Establish clear escalation protocols so that these informal support networks know when and where to refer their colleagues for professional help.
- Set aside time and resources for bonding activities (both face-to-face and virtual) to strengthen relationships among employees.
- Employers may wish to send your employees for [NTUC's Peer to Peer support training](#) or HPB's [Peer Supporter training](#), where they will be equipped with peer support skills.



03 / RECOMMENDATIONS TO SUPPORT INDIVIDUAL EMPLOYEES

- ① Provide access to counselling services such as through Employee Assistance Programmes (EAPs). These services allow employees to speak to a professional on their work and non-work related challenges.**
 - Individual employees should also look after his/her own mental well-being and reach out for help if he/she feels overwhelmed.
 - To encourage utilisation of the service, assure employees that their conversations with the service provider will be kept confidential and will not be disclosed to the organisation without consent. See Annex A for a list of possible EAP service providers, including details on their offerings.
 - Employers of migrant workers should identify service providers conversant in their native languages.

- ② For companies with flexible employee benefits (e.g. medical benefits) and insurance provision, consider extending the scope of coverage to include mental well-being programmes and mental health consultations. This signals the company's desire to support its employees in overcoming their mental health challenges.**

QUICK TIPS ON WORKING FROM HOME⁷

	Employers	Employees
Make home safe & productive	<ul style="list-style-type: none"> • Provide guidance on how to set up a conducive workspace at home 	<ul style="list-style-type: none"> • Check for accident risks (e.g. no loose wires to avoid tripping) • Make your work space ergonomically comfortable • Sleep well, keep fit, eat healthy
Set boundaries	<ul style="list-style-type: none"> • Establish a work-life harmony policy to provide clarity on after-hours work communication. 	<ul style="list-style-type: none"> • Take lunch breaks and regular short breaks (e.g. move away from screen every hour, stretch breaks) • Discuss work schedules that meet both work and personal needs with supervisor
Keep data secure	<ul style="list-style-type: none"> • Provide guidance and resources (e.g. equipment, training) to secure data 	<ul style="list-style-type: none"> • Abide by employer practices on privacy and observe data security
Stay connected	<ul style="list-style-type: none"> • Have regular check-ins • Look out for employees who display excessive stress or burnout 	<ul style="list-style-type: none"> • Stay connected with colleagues, including on non-work issues • Explore available resources offered by your employer and the community to improve mental well-being • Seek help if needed

7. Adapted from "Working from Home – Healthy sustainable working during the COVID-19 pandemic and beyond", The British Psychological Society, 2020

EMPLOYEE ASSISTANCE PROGRAMME (EAP) SERVICE PROVIDERS

To increase employers' and employees' awareness of EAP services and their offerings, this provides a non-exhaustive list of EAP service providers with (i) at least 80% of counsellors and psychologists registered with Singapore Association for Counselling and Singapore Psychological Society or equivalent Association/Society; as well as (ii) at least 1 year of experience in providing EAP services.

2 The Ministry of Manpower would like to thank the National Council of Social Services, Singapore Association for Counselling and Singapore Psychological Society for their contributions to this list. This list is intended for reference only and the inclusion of these organisations does not in any way signal the Ministry's recommendation or endorsement of their products/ services. The list will be updated from time to time.

Last updated on 1 May 2023

Organisation name	Contact details	Other areas of specialisation	Mode of services offered	Languages offered	Indicative Price range (as at 1 May 2023)
AppleTree Counselling Pte Ltd	88090920 enquiries@AppleTreeCounselling.Sg www.AppleTreeCounselling.Sg	Mental health/PTSD & Trauma Anxiety, Depression Stress and Burn out Emotional Regulation Relationship difficulties Transitional challenges	Face to face sessions Virtual sessions	English Mandarin Hindi	\$180/hour
Awaken Counselling Centre Pte Ltd	88575573 hello@awaken.sg https://awaken.sg/	Mental health Anxiety Insomnia Relationship difficulties	Face to face sessions Virtual sessions	English Mandarin	\$180-\$200/hour
Care Corner Counselling Unit*	62506813 ccs@carecorner.org.sg https://www.carecorner.org.sg/	Mental health/PTSD Burn out Stress/anger management Relationship difficulties	Face to face sessions Virtual sessions Tele-counselling/ hotline	English Mandarin	\$150 - \$225/45mins

EMPLOYEE ASSISTANCE PROGRAMME (EAP) SERVICE PROVIDERS

Organisation name	Contact details	Other areas of specialisation	Mode of services offered	Languages offered	Indicative Price range (as at 1 May 2023)
Counselling and Care Centre*	65366366 anu@counsel.org.sg https://counsel.org.sg/	Mental health/PTSD Burn out Stress/anger management Relationship difficulties Addiction	Face to face sessions Virtual sessions	English	\$150 - \$180/ hour
Devonshire Counselling	96712365 info@yukaaiga.com https://yukaaiga.com/englishtalk	Stress/anger management Relationship difficulties	Face to face sessions Virtual sessions	English Japanese	\$200/hour
Eagles Mediation and Counselling Centre Ltd (EMCC)*	67888220 reachus@emcc.org.sg www.emcc.org.sg	PTSD Burn out Stress/anger management Relationship difficulties Addiction	Face to face sessions Virtual sessions Tele-counselling/hotline	English Mandarin Malay Tamil	\$180 - \$200/hour
Elephant Therapy and Training Singapore	62241545 admin@elephant.com.sg elephant.com.sg	Mental health/PTSD Burn out Stress/anger management Relationship difficulties Addiction	Face to face sessions Virtual sessions	English Mandarin Malay Tamil Bahasa Indonesia, Cantonese, Burmese, Italian, French	\$250-330/55mins

EMPLOYEE ASSISTANCE PROGRAMME (EAP) SERVICE PROVIDERS

Organisation name	Contact details	Other areas of specialisation	Mode of services offered	Languages offered	Indicative Price range (as at 1 May 2023)
Family Counselling Psychologist	90058050 adrian@familypsychologist.sg https://familypsychologist.sg	Mental health Stress/Anxiety/Fears Emotional Regulation/Anger Management Grief & Loss/Trauma/Rejection Burn out/Fatigue Physical Tension & pain Relationship difficulties Addiction/Cravings/Co-dependency	Face to face sessions Virtual sessions	English Mandarin Malay	\$200-\$250/hour
In Focus Counseling & Therapy Services	6587259303 enquiry@in-focus.com.sg www.in-focus.com.sg	Emotional and mental health issues especially depression, anxiety, anger management Workplace struggles Relationship difficulties Grief and loss Life skills development	Face to face sessions (clinic only)	English	\$130-\$200/hour
Mind what Matters Psychology	91729132 info@mindwhatmatters.com.sg mindwhatmatters.com.sg	Mental health (common mood disorders) Work-related challenges (coaching, career transition, stress, performance management) Relationship difficulties Trauma Grief and loss	Face to face sessions Virtual sessions Tele-counselling/hotline	English Mandarin Cantonese Malay	\$180-220/hour

EMPLOYEE ASSISTANCE PROGRAMME (EAP) SERVICE PROVIDERS

Organisation name	Contact details	Other areas of specialisation	Mode of services offered	Languages offered	Indicative Price range (as at 1 May 2023)
New Page Counselling Centre	97942033 info@newpagecounselling.com.sg newpagecounselling.com.sg	Mental health/PTSD Burn out Stress/anger management Relationships difficulties Addiction	Face to face sessions Virtual sessions	English Mandarin	\$120-\$200/hour
One Place Consultancy Pte Ltd	90065790 info@oneplace.com.sg www.oneplace.com.sg	Mental health/PTSD Burn out Stress/anger management Relationship difficulties Children/Youth	Face to face sessions Virtual sessions	English Mandarin	\$250/hour
Pink Elephant	88706761 waxin@pinkelephant.sg https://www.pinkelephant.sg/	Mental health/PTSD Burn out Stress/anger management Relationship difficulties	Face to face sessions Virtual sessions	English Mandarin	\$200/hour
Riverlife Psychology	97169876 riverlife.psychology@gmail.com https://riverlifepsychology.com/	Mental health/PTSD Burn out Stress/anger management Addiction	Face to face sessions Virtual sessions Tele-counselling/hotline	English Mandarin	\$150-\$180/hour

EMPLOYEE ASSISTANCE PROGRAMME (EAP) SERVICE PROVIDERS

Organisation name	Contact details	Other areas of specialisation	Mode of services offered	Languages offered	Indicative Price range (as at 1 May 2023)
Rogerian Psychology Centre Singapore	86284685 clientcare@rogerianpsychology.com www.rogerianpsychology.com	Mental health/PTSD Burn out Stress/anger management Relationship difficulties Addiction OCD Personality disorders Trauma Men's sexual health	Face to face sessions Virtual sessions Tele-counselling/hotline	English Mandarin Malay Tamil Korean Thai	\$80-\$200/hour
Semoga Psychological Services and Consultation	83603920 jiamay.tay@outlook.com https://jiamaypsychologist.wordpress.com/	Mental health/PTSD Burn out Stress/anger management Relationship difficulties	Virtual sessions Tele-counselling/hotline	English Mandarin Malay Cantonese Hokkien	\$165-180/hour
Singapore Anglican Community Services (Employee Assistance Program+ Department)*	68129605/68129614 eap@sacs.org.sg www.sacs.org.sg	Mental Wellness & Health Burnout and Self Care Stress Management Emotion Regulation Relationship difficulties Conflicts & Communications	Face to face sessions Virtual sessions Tele-counselling/hotline	English Mandarin Malay Tamil	S\$80 - \$150/hour

EMPLOYEE ASSISTANCE PROGRAMME (EAP) SERVICE PROVIDERS

Organisation name	Contact details	Other areas of specialisation	Mode of services offered	Languages offered	Indicative Price range (as at 1 May 2023)
Soulmatics	88510439 soulmatics.info@gmail.com www.soulmatics.net	Mental health/PTSD Burn out Stress/anger management Relationship difficulties Psycho-somatic symptoms (i.e: pain, migraine, IBS)	Face to face sessions Virtual sessions	English Mandarin Sign language	\$150-\$200/hour
Talk Your Heart Out (TYHO)	98310005 (WhatsApp only) contact@talkyourheartout.com www.talkyourheartout.com	Anxiety Anger management Depression Self-esteem Work-related stress or burnout Grief, separation and loss Parental or caregiver stress Relationship difficulties Addiction Trauma (including PTSD)	Face to face sessions Virtual sessions	English Mandarin Malay Cantonese Hindi Urdu Bahasa Indonesia Tamil Gujarati Tagalog Bengali	\$160-\$180/hour
The Anchored Space	88604403 admin@theanchoredspace.com www.theanchoredspace.com	Mental health/PTSD Burn out Stress/anger management Relationship difficulties	Face to face sessions Virtual sessions	English Mandarin Sign language	\$220/hour

EMPLOYEE ASSISTANCE PROGRAMME (EAP) SERVICE PROVIDERS

Organisation name	Contact details	Other areas of specialisation	Mode of services offered	Languages offered	Indicative Price range (as at 1 May 2023)
The Blue Pencil	96255361 info@thebluepencil.sg thebluepencil.sg	Burn out Stress/anger management Anxiety/Depressive moods Relationship Issues Addiction to alcohol, screen time Irrational thinking	Face to face sessions Virtual sessions	English Mandarin	\$180-250/hour
WINGS Counselling Centre*	63835745 admin@wingscounselling.org.sg https://wingscounselling.org.sg	Mental health/PTSD Burn out Stress/anger management Relationship difficulties	Face to face sessions Virtual sessions	English	\$80/hour

*Organisations are social service agencies and subsidised rates for individual counselling may be offered on a case-by-case basis.

ONLINE/PHONE COUNSELLING SERVICE PROVIDERS

These services provide counselling support to help individuals cope with emotional crisis.

Online/Phone Counselling	Contact
National CARE Hotline	Offers emotional support to individuals who may be worried about COVID-19 and its impact on personal/family lives and livelihoods) 1800-202 6868 (8am to 12mn)
Care Corner Counselling Centre (Mandarin)	1800-353 5800 (10am to 10pm)
Silver Ribbon (Singapore)	6385-3714 / 6386-1928/ 6509-0271 (Mon to Fri, 9am to 5pm) www.silverribbonsingapore.com/images/OnlineEmotionalSupport.png
Fei Yue Community Services	ec2.sg (Text-based online counselling)
Singapore Association for Mental Health	1800-283-7019 (Mon to Fri, 9am to 6pm) (excluding public holidays) Email: counselling@samhealth.org.sg
Caregivers Alliance Limited	For caregivers of persons with mental health conditions West Cluster: 9720 7590 and 9770 7996 Central Cluster: 9729 8628 and 9826 7115 East Cluster: 9736 9170 General Enquiries: 6460 4400 Weekdays 9 am to 6 pm (excluding public holidays) Supporting caregivers who are business owners www.cal.org.sg/support-caregiver-businesses
Community Psychology Hub	For those experiencing marital, divorce or parenting stress www.cphonlinecounselling.sg Live chat: Mon to Fri, 9am to 9pm, and Sat, 10am to 2pm (excluding public holidays) Email: A counsellor will respond within three working days.

ONLINE/PHONE COUNSELLING SERVICE PROVIDERS

These services provide counselling support to help individuals cope with emotional crisis.

Online/Phone Counselling	Contact
HealthServe	Tele-counselling sessions are conducted in the native languages 3138-4443 (Mon to Fri 10am to 7pm)
Migrant Workers' Centre	Helpline for migrant workers 6536-2692 (24hrs)
Care Singapore (Hear4U)	Helpline available in different languages Service available from Monday to Friday 6978 2728 (English and official languages of Singapore) Dedicated lines for migrant workers 6978 2725 (English) 6978 2722 (Tamil) 6978 2723 (Bengali) 6978 2724 (Mandarin)
Centre for Domestic Employees	24-hour helpline for foreign domestic workers 1800 2255 233

CRISIS HELPLINE AND SUICIDE PREVENTION

Crisis Helpline	Contact
Institute of Mental Health	Open to public who come into contact with individuals who are experiencing any mental health crisis. 6389-2222 (24hrs)
Samaritan of Singapore (SOS)	Provide emotional support for individuals having difficulty coping during a crisis, thinking of suicide or affected by suicide. Hotline: 1800-221 4444 (24hrs) www.sos.org.sg

MENTAL WELL-BEING TRAINING SERVICE PROVIDERS FOR ORGANISATIONS

Agency	What they offer	Contact
<p>Health Promotion Board</p>	<p>HPB offers the following workshops:</p> <p><i>Wellbeing@Work: Being A Supportive Leader</i></p> <p>Specially for leaders, supervisors and those in HR roles, this workshop will equip participants with skills and knowledge to support and engage staff. Topics covered include:</p> <ul style="list-style-type: none"> • Recognising common mental health issues (e.g. depression, anxiety, burnout) • Starting a conversation with staff and showing appropriate supportive leadership (e.g. empathetic listening and responding) • Building a supportive workplace environment and encouraging help-seeking behaviour <p><i>Wellbeing@Work: Supporting our Peers</i></p> <p>Specially for employees who are interested in playing a supportive role to and encouraging fellow colleagues, this workshop helps participants better understand how and what it means to be a peer supporter. Topics covered include:</p> <ul style="list-style-type: none"> • Recognising common mental health issues (e.g. depression, anxiety, burnout) • Initiating conversation with peers • Listening and responding in an appropriate and supportive manner • Encouraging help seeking <p>Companies can also tap on HPB's Workplace Outreach Wellness (WOW) Package to implement health promotion programmes for their staff on a co-funding basis, where mental wellness workshops are included as part of the programme offerings.</p>	<p>For workshops Email: HPB_MHE@hpb.gov.sg</p> <p>For the WOW package: https://www.hpb.gov.sg/workplace/workplace-programmes/workplace-outreach-wellness-package</p>


MENTAL WELL-BEING TRAINING SERVICE PROVIDERS FOR ORGANISATIONS

Agency	What they offer	Contact
Singapore Anglican Community Services	Conducts mental health training to equip employees and supervisors with knowledge and skills on self-care and supporting employees with mental health conditions. Topics include how to recognise mental health issues and support a staff in need, building emotional resilience & mental wellness, and developing workplace initiatives that foster a culture of employee care and inclusion. Training can be conducted via webinars as well.	https://sacs.org.sg/psychiatric-services/integrated/employment-services.html Email: eap@sacs.org.sg
Singapore Association for Mental Health	Provides talks and workshops on managing mental health and wellness.	https://www.samhealth.org.sg/our-services/outreach/samh-community-education-engagement/#comed-contact Email: comed@samhealth.org.sg
Silver Ribbon (Singapore)	Conducts talks and workshops on topics including recognising warning signs of common mental health conditions, knowing how to communicate and support persons with mental health conditions, and where to seek help etc.	https://www.silverribbonsingapore.com/workshops.html Email: Info@silverribbonsingapore.com

MENTAL WELL-BEING TRAINING SERVICE PROVIDERS FOR ORGANISATIONS

Agency	What they offer	Contact
Clarity Singapore	<p>Conducts talks and workshops to help managers and supervisors understand the importance & struggles of mental well being and build individual skills on improving mental well-being at work</p> <ul style="list-style-type: none"> • Increasing my Resilience at the Workplace • Designing my Self-Care at Work (Self-Care and Self-Compassion) • Improving my Emotional Wellness (Stress, Depression and Anxiety) <p>Focuses of talks and workshops are on:</p> <ul style="list-style-type: none"> • Stress Management • Building resilience to stress • Coping mechanism 	<p>https://www.clarity-singapore.org</p> <p>Email: ask@clarity-singapore.org</p> <p>Phone no.: 6757 7990</p> <p>Facebook: @ClaritySG</p> <p>Twitter: @ClaritySGLtd</p>
Viriya Community Services	<p>Provides a range of mental wellness support services ranging from online forums to professional therapy services. The mental wellness forums aim to improve the understanding of various mental health conditions and strategies that can help to better cope with life's challenges (incl. employment related challenges).</p> <p>Viriya Community Services also runs support groups for persons facing mental health challenges and their caregivers and provides a multi-disciplinary treatment approach which includes individual & family counselling, psychological services and therapies.</p>	<p>www.viriya.org.sg</p> <p>Email: contact@viriya.org.sg</p>

MENTAL HEALTH RESOURCES AND SERVICES

Initiative	Contact
mindline.sg	<p>https://mindline.sg/</p> <p>An interactive website for a one-stop repository for resources and tools to improve mental well-being.</p>
My Mental Health by Temasek Foundation	<p>http://www.stayprepared.sg/mymentalhealth/</p> <p>It is a resource hub that provides online mental health resources such as mental health-related articles, online forums and information on support groups to support one's mental health during the COVID-19 period.</p>
CHAT by IMH	<p>www.chat.mentalhealth.sg webCHAT (Tue to Fri, 1pm to 8pm)</p> <p>Provides free mental health assessment to young adults aged 16 to 30 years old with mental health concerns.</p>
Belle, the Beyond the Label helpbot by NCSS	<p>go.gov.sg/beyondthelabelhelpbot</p> <p>Helps public gain easy access to relevant services and resources</p> 
Workplace Wellness And You E-Guide by WorkWell Leaders	<p>www.workwellleaders.org</p> <p>Provides mental health tips and measures for employers and employees</p>



Acknowledgements

The Tripartite Partners would like to thank the following organisations for their support and contributions to this tripartite advisory.

Agency for Integrated Care
Health Promotion Board
HealthServe Ltd
Institute for Human Resource Professionals
Institute of Mental Health
Migrant Workers' Centre
Ministry of Culture, Community & Youth
Ministry of Education
Ministry of Health
Ministry of Social and Family Development
National Council of Social Service
Public Service Division, Prime Minister's Office
Singapore Anglican Community Services
Singapore Association for Mental Health
Tripartite Alliance for Fair & Progressive Employment Practices
Workplace Safety and Health Council

First published in Nov 2020

Revised in Nov 2023