

7 PRACTICES TO ENHANCE WORK-LIFE HARMONY AT YOUR WORKPLACE

Work-life Harmony is achieved when an individual is able to effectively manage both work responsibilities and personal aspirations.

By adopting the Tripartite Standard on Work-Life Harmony you can help your employees manage their work and personal lives, leading to more motivated staff with higher morale and better performance! You will also gain a competitive edge in attracting and retaining your talents.

To find out more and to adopt this Tripartite Standard, visit tafep.sg



01

Adopt the Tripartite Standard on Flexible Work Arrangements (TS on FWAs)

Take the first step to provide FWAs for employees.

02

Put in place Employee Support Schemes (ESS)

ESS may include Family Day, subsidised health screening and staff recreation areas.



03

Enhance leave policies

Provide at least two enhanced leave benefits, e.g. compassionate leave, extended childcare leave.



Review the effectiveness of work-life programmes on a regular basis

Conduct regular surveys or focus group discussions to gather feedback and areas for improvement.

07



Establish and communicate Work-Life Harmony policy

Support employees' mental well-being, prevent potential work burnout, and improve productivity.



06

Discuss suitable arrangements for employees with caregiving responsibilities

This could include the option to reduce work hours, other forms of FWAs, additional leave provisions, or flexible benefits for caregivers.



05

Appoint a member of senior management to champion Work-Life Harmony

A member of senior management is appointed as Work-Life Champion to advocate adoption of work-life practices at the workplace.



LET TRIPARTITE STANDARDS BE YOUR EMPLOYMENT STANDARD