TAFEP
Tripartite Alliance for
Fair & Progressive Employment Practices

TOP TIPS
TO SUPPORT MENTAL WELL-BEING AT THE WORKPLACE

Most companies believe that it is important to support employee mental well-being at work, but only 54% have programmes in place to address this. How do you overcome common implementation challenges to support employees?

Challenge #1:

Lack of openness in having discussions on mental well-being.

Tip: Create a 'no-blame' culture to develop a sense of psychological safety at the workplace and safeguard the well-being of all employees.

- Take mental health concerns and feedback that have been raised seriously and act on them where necessary.

- Provide open and safe channels of communication so that employees are comfortable disclosing mental health conditions without fear of repercussions.

Challenge #2:

Costs required and lack of relevant expertise to develop and manage programmes.

Tip: Tap available resources to build internal expertise.

- The journey towards supporting mental well-being may seem daunting. Start by using self-assessment tools such as **iWorkHealth** to identify employee work stressors. This allows your business to understand employee needs and roll out customised intervention programmes.

- Other resources include the **Workplace Outreach Wellness (WOW) Package** by the Health Promotion Board that provides access to talks and workshops on managing mental health at work.

- Refer to the **Mental Health Toolkit for Employers** for more resources.

Challenge #3:

Managers or supervisors are not trained to manage mental health issues.

Tip: Managers and supervisors who interact daily with employees should be trained to address mental health conditions.

- This should cover mental health literacy and handling sensitive conversations about workplace accommodation, return-to-work and performance.

- If possible, feature such training in your organisation's induction programmes.

! Reminder: Companies should not ask job applicants to declare personal information such as their mental health condition unless there is a job-related requirement.[1]

The findings are based on responses to a poll conducted by TAFEP in June 2021.

[1]The Tripartite Guidelines on Fair Employment Practices emphasise the importance of hiring employees on the basis of merit. TAFEP would find the employer discriminatory if he or she is unable to reasonably justify why individuals with mental health conditions cannot perform the job.