

Number of employees invited to participate: 25
 Number of employees who participated: 22
 Response rate: 88.00%
 Date of survey: 05/02/2021 to 07/02/2021

Company iWorkHealth Report

Thank you for using iWorkHealth, a psychosocial health assessment tool to identify workplace stressors. iWorkHealth is developed by Singapore’s Workplace Safety and Health Institute in partnership with the Workplace Safety and Health Council, Institute of Mental Health, Changi General Hospital, and Health Promotion Board.

In this report, you will find the consolidated results of employees in your company who have responded to the survey. We hope this report will inform you of the psychosocial risk factors in your workplace, as well as suggestions on interventions which you can put in place to foster psychosocial well-being of your employees.

SECTION I: OVERALL MENTAL WELL-BEING

Mental well-being is the state of well-being where one realises his/her own abilities, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to the community.

Positive mental well-being is a set of life skills that help us meet life’s challenges, make positive connections with others, and live life fully. It also allows us to feel good and function well, even in difficult situations.



Gender	Number of Respondents	Mean Score*
Male	8	125.37
Female	14	89.14

Age Group	Number of Respondents	Mean Score*
Below 20 years	Not Displayed	Not Displayed
20 to 29 years	Not Displayed	Not Displayed
30 to 39 years	Not Displayed	Not Displayed
40 to 49 years	8	67.00
50 to 59 years	Not Displayed	Not Displayed
60 to 69 years	Not Displayed	Not Displayed
70 years and above	Not Displayed	Not Displayed

Position in Company	Number of Respondents	Mean Score*
Senior management	8	77.00
Middle management	10	107.50
Non-management staff	Not Displayed	Not Displayed

*Mean score is the average score for employees who responded to iWorkHealth. Scores will be provided only for groups with 8 or more respondents.

Analysis:

Most of your employees have good mental well-being. This means that they:

- Generally function well at work and at home
- Have satisfying and meaningful relationships with family and friends
- Can solve problems and make decisions without much difficulty
- Are usually aware of their feelings and can control them
- Know that they have value as a person
- Have the ability to cope with life’s challenges

• **WORK STRESS, WORK-RELATED BURNOUT AND DEPRESSION**

Work stress is a person’s response when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.

Burnout is the state of physical and psychological fatigue and exhaustion, which is perceived as related to his/her work.

	% of Respondents in Your Company
Experiencing symptoms of work stress over the past 4 weeks	45.45%
Feeling burnout from work over past 4 weeks	27.27%
Feeling depressed over past 2 weeks	13.63%

Note: The results for this section is not to establish a final diagnosis or to monitor burnout/depression severity, but taken as the first step to identify burnout/depression.

Analysis:

- Most of your employees know how to manage their negative feelings.
- Most of your employees are able to cope with life’s challenges.
- Most of your employees have good mental health.

• **MEDICAL LEAVE**

Average number of days your employees did not work (medical leave or otherwise) over the past 1 year due to mental ill-health: 1.72 day(s)

Analysis:

- Please check with your HR on the reported absenteeism rate.

SECTION II: WORKPLACE HARASSMENT

Workplace harassment occurs when one party at the workplace demonstrates behaviour that causes or is likely to cause harassment, alarm or distress to another party. Workplace harassment can be carried out by co-workers at any level of the organisation and by external parties e.g. contractors, customers, patients. It can occur through different modes of communication, such as face-to-face, email, text messaging or social media.

	% of Respondents in Your Company
Employees who have ever suffered workplace harassment over past 1 year	9.09%

Types of Harassment	No. of Staff Harassed
Physical violence	0
Threats of violence	1
Verbal abuse	1
Bullying	0
Stalking	0
Sexual harassment	0

Harasser	No. of Staff Harassed
Supervisor and above	1
Subordinate	2
Colleague	0
Contractor / Customer / Patient	1
Others	0

Analysis:

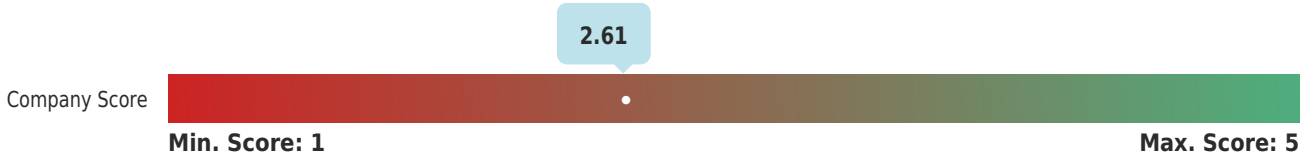
- Some of your staff have been harassed at work. You should inform employees on the measures in place to prevent harassment at the workplace. For information on how to protect your employees, please refer to [Tripartite Advisory on Managing Workplace Harassment](#). Alternatively, approach TAFEP for assistance regarding workplace harassment.

SECTION III: STRENGTHS AND OPPORTUNITIES FOR BETTER MENTAL WELL-BEING

Factors with scores in the red zone of the heatmaps provide opportunities to achieve improvements in your employees' mental well-being. Factors with scores in the green zone are your strengths which you can leverage on.

• JOB SATISFACTION

A feeling of fulfilment that a person derives from his/her job.



Analysis:

- Most of your employees feel that they lack job satisfaction.

• JOB RECOGNITION

Promotion, pay, recognition of work performance, job security.



Analysis:

- Your employees are generally satisfied with the recognition they receive at work.

• JOB DEMANDS

Physical, social, psychological or organisational aspects of the job that require sustained physical and/or psychological effort.



Analysis:

- Your employees generally feel that their current job demands are excessive.

• **JOB CONTROL**

Aspects of the job that allow control over own work performance.

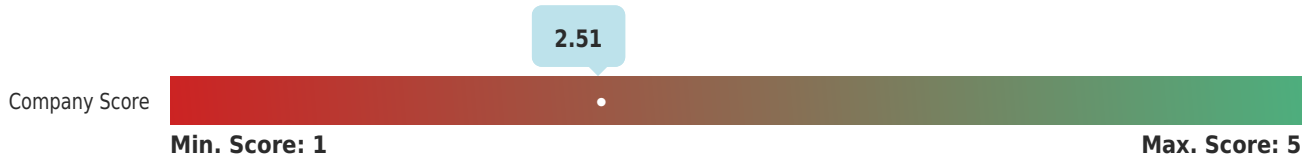


Analysis:

- Most of your employees feel that they are clear about their job tasks, have the resources to get their job done and find their work meaningful.

• **SOCIAL SUPPORT**

Relationship with supervisors and co-workers that provide socio-emotional support.



Analysis:

- Your employees generally feel that the support from their supervisors and co-workers can be improved.

• **ORGANISATIONAL CULTURE**

A system of shared assumptions, values and beliefs which governs how people behave in the organisation.



Analysis:

- Most of your employees generally feel that the organisational culture needs to be improved.

• **MANAGEMENT SUPPORT**

Management's commitment and involvement, as seen in organisational values, policies, practices and procedures.

	% of Respondents in Your Company
Employees who perceive that senior management is committed and involved in the protection of their mental well-being	54.54%
Employees who perceive that the company manages employees? safety, health and well-being at the workplace well	45.45%

Analysis:

- Your staff believes that more can be done to increase senior management's commitment and involvement to improve mental well-being.
- Your employees believe that more can be done to further improve the safety, health and well-being of employees in the company.

You may refer to www.wshc.sg/totalwsh for more details on how to implement Total WSH, a holistic approach to manage employees' safety, health and well-being in the workplace so as to be an employer of choice.

SECTION IV: EMPLOYEE PHYSICAL WELL-BEING

• MEDICAL LEAVE

Average number of days your employees did not work (medical leave or otherwise) over the past 1 year due to physical ill-health: 5.09 day(s)

Analysis:

- Please check with your HR on the reported absenteeism rate.

• WORK INJURIES

Number of work-related injury (i.e. may or may not lead to medical leave or light duties) sustained by respondents over the past 1 year: 21.00

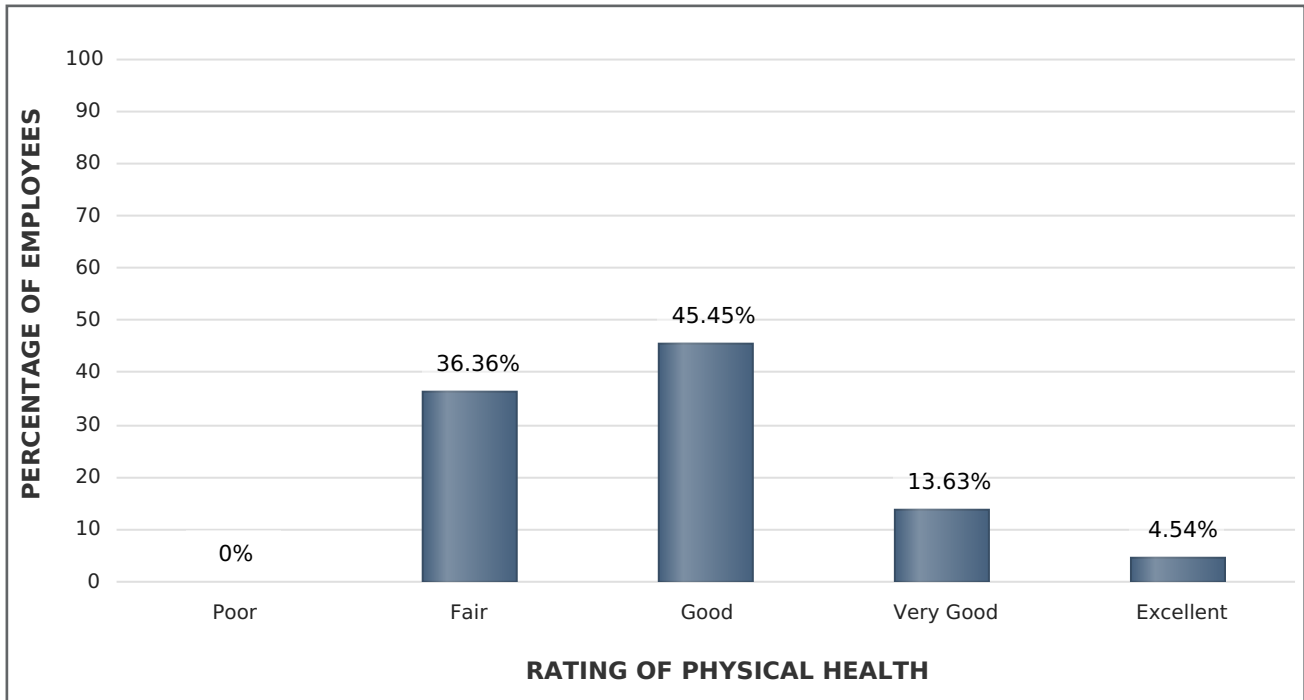
Number of near miss occurrences (i.e. an unplanned event that did not result in any injury or illness, but had the potential to do so) encountered by respondents over the past 1 year: 15.00

Analysis:

- For companies in Singapore, from 1st September 2020, employers must report all instances (regardless of the number of days) of work-related medical leave or light duties to MOM. For more information on WSH incident report, please visit www.mom.gov.sg/workplace-safety-and-health/work-accident-reporting. As injuries are preventable, please check with your workplace safety and health personnel or committee on the measures taken to prevent future cases.

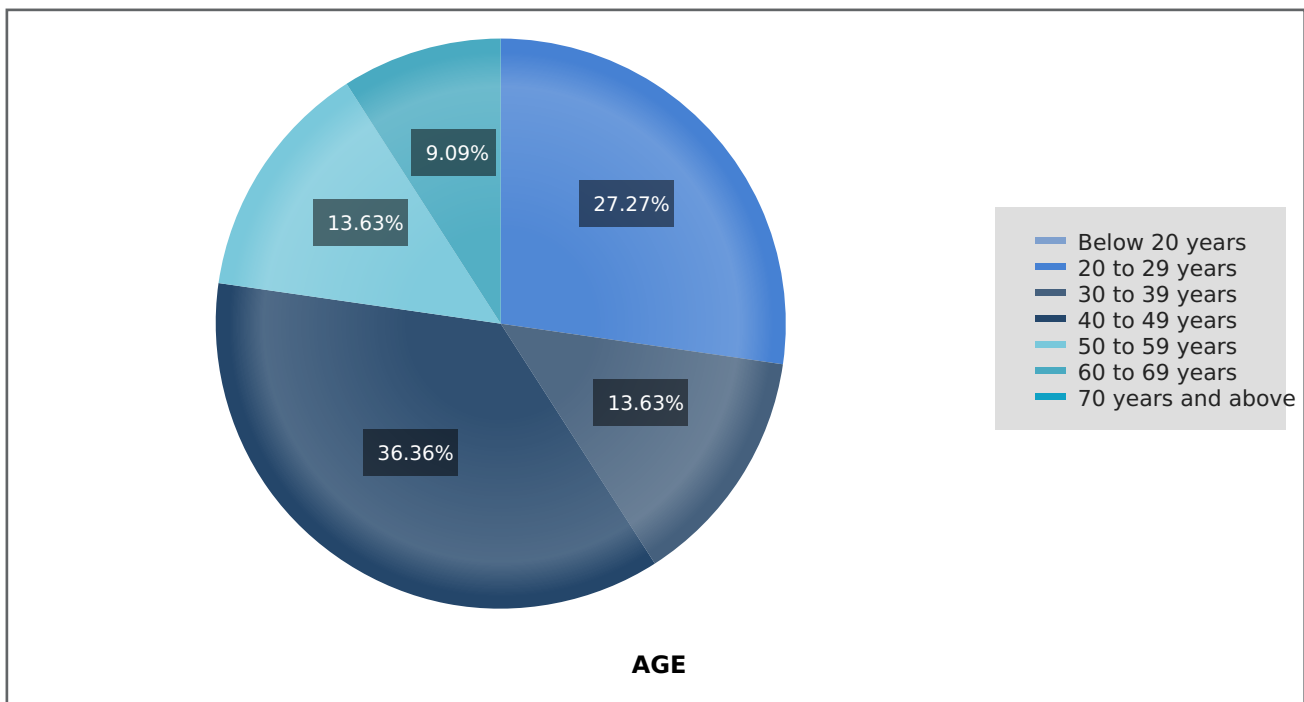
• **PERCEPTION OF THEIR PHYSICAL HEALTH**

Employees' perception of their physical health.

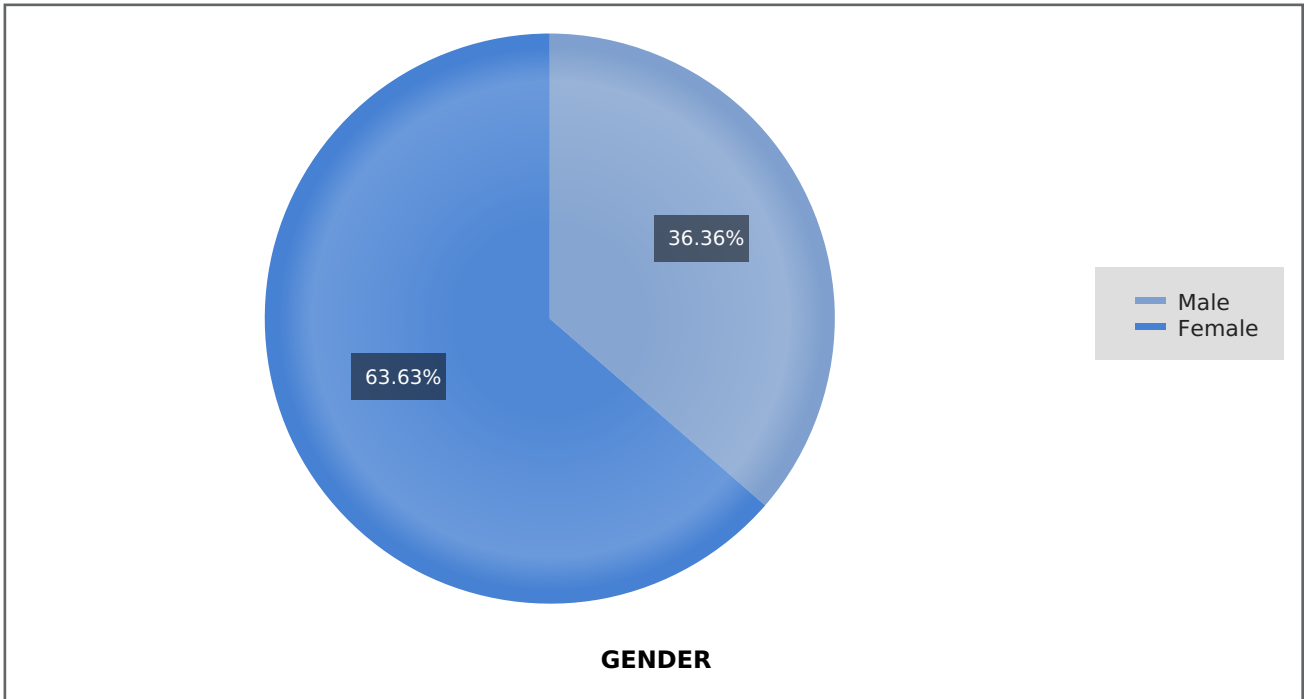


SECTION V: PROFILE OF RESPONDENTS

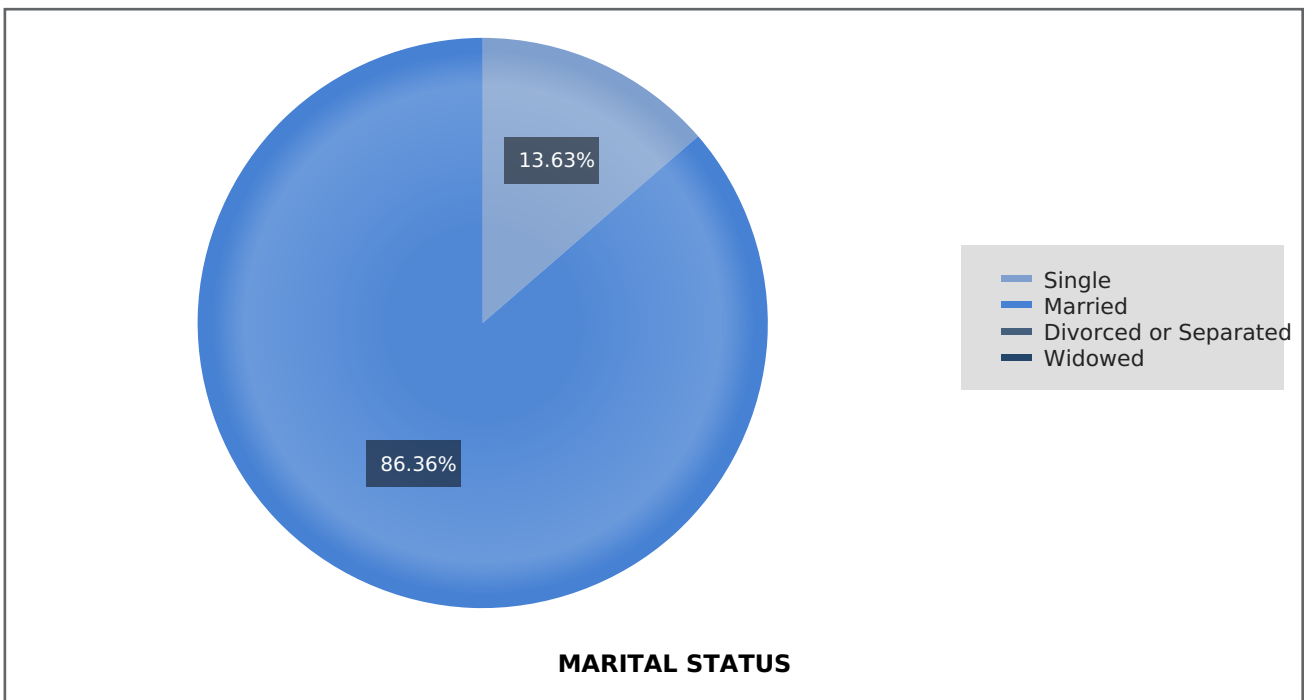
• **AGE**



• **GENDER**

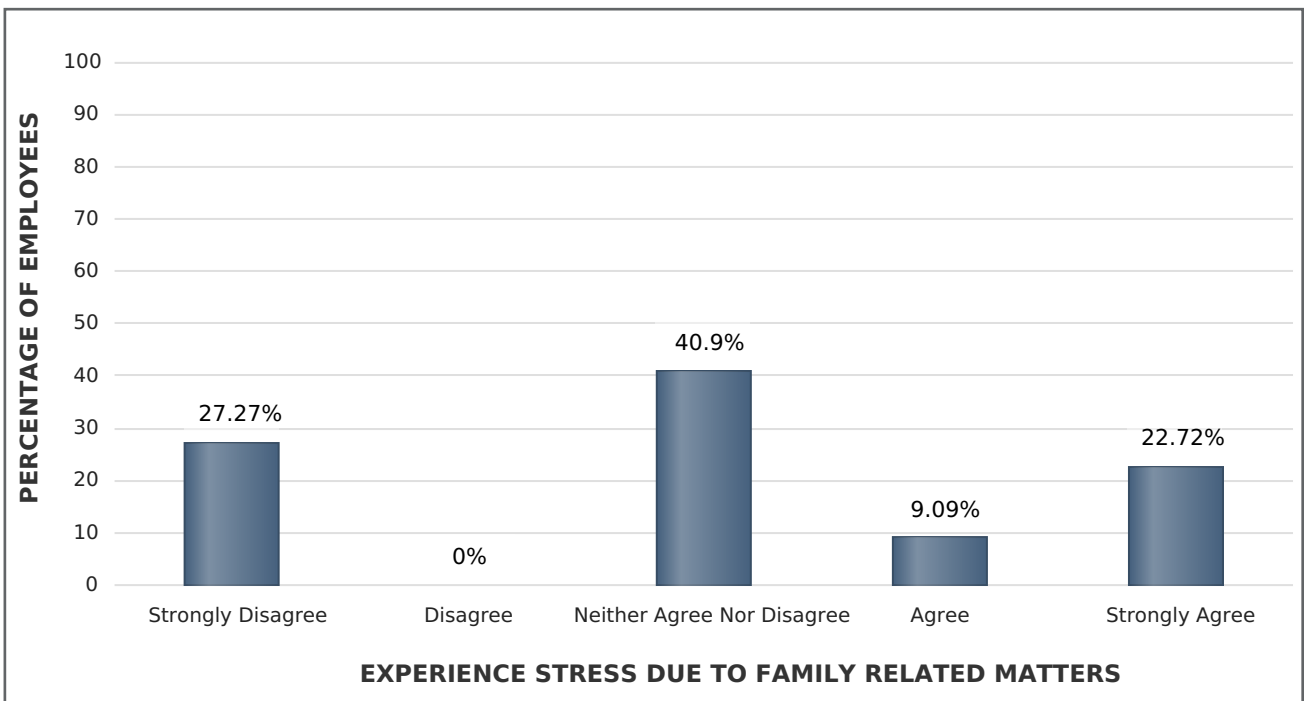
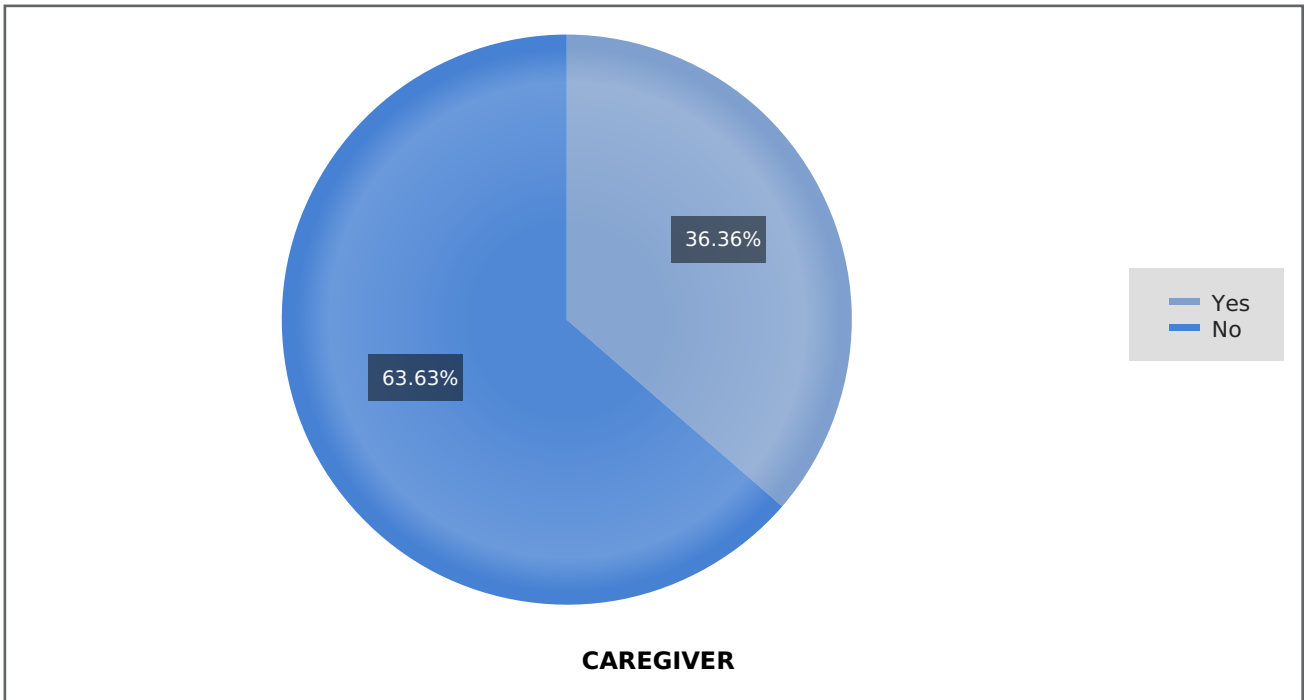


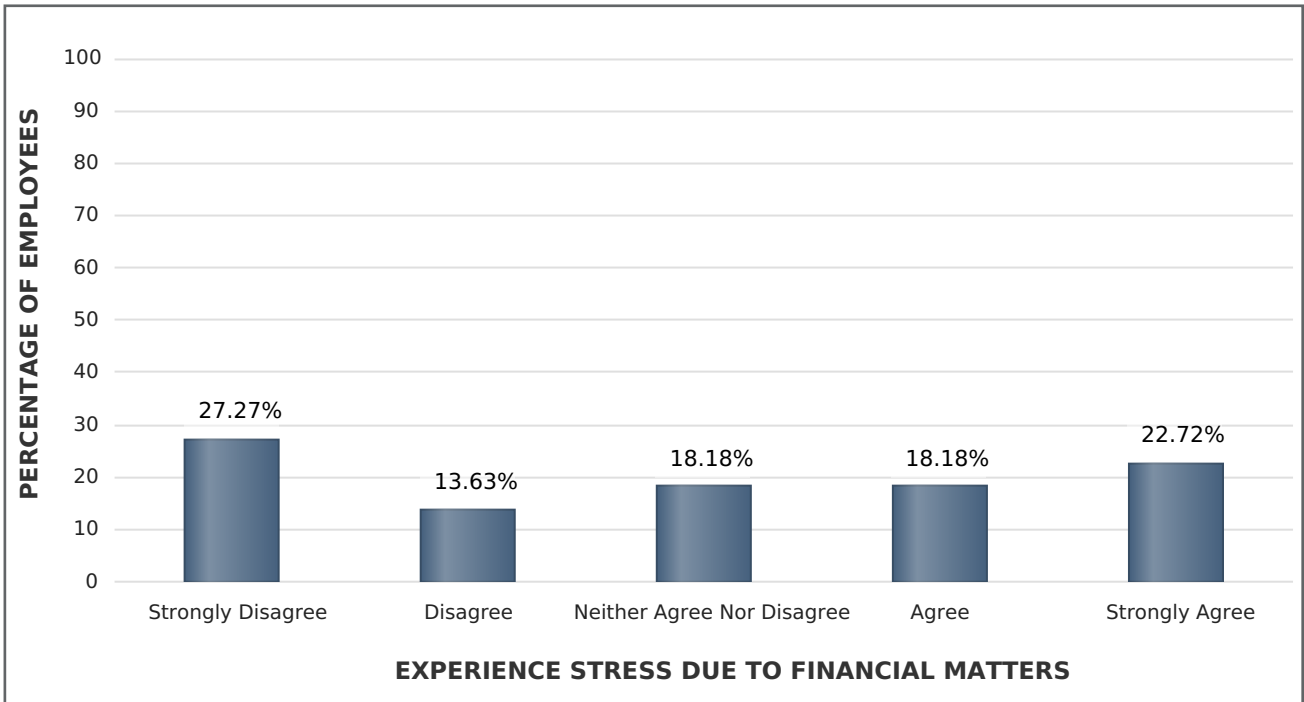
• **MARITAL STATUS**



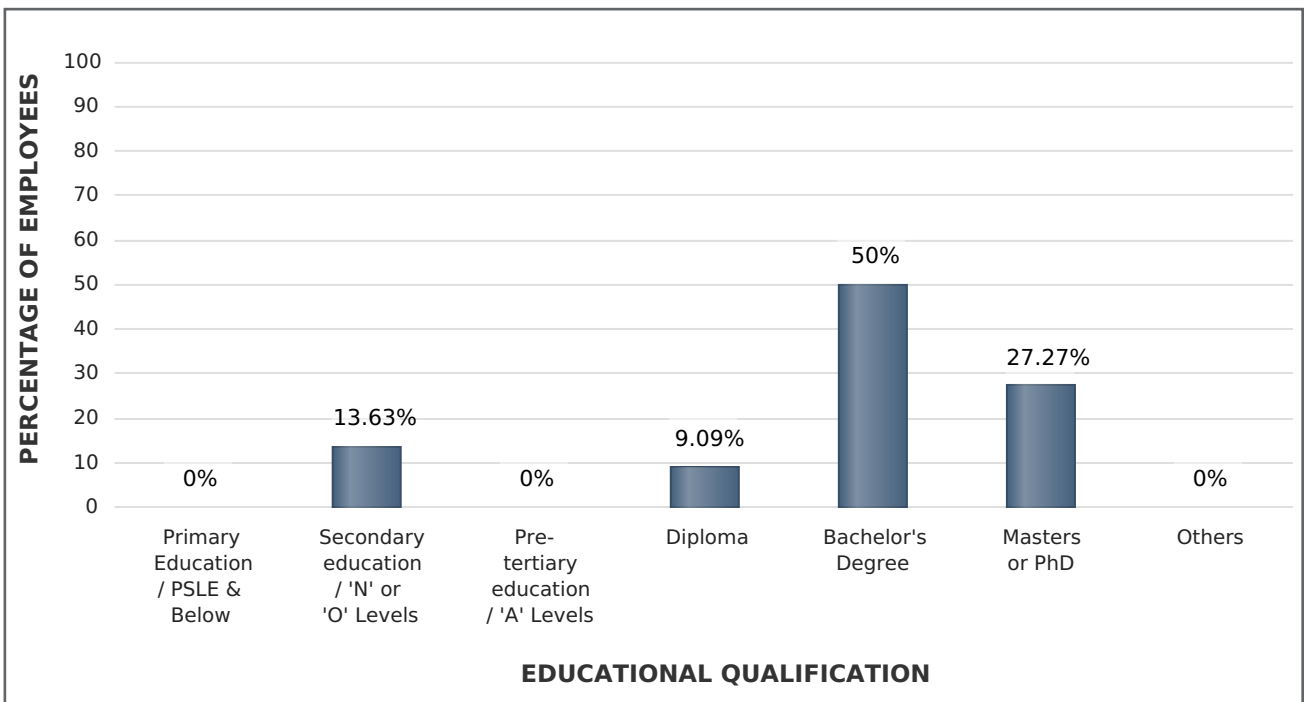
• **FAMILY COMMITMENTS**

Employees who have to take care of an elderly / young child / disabled family member during the past 1 year.

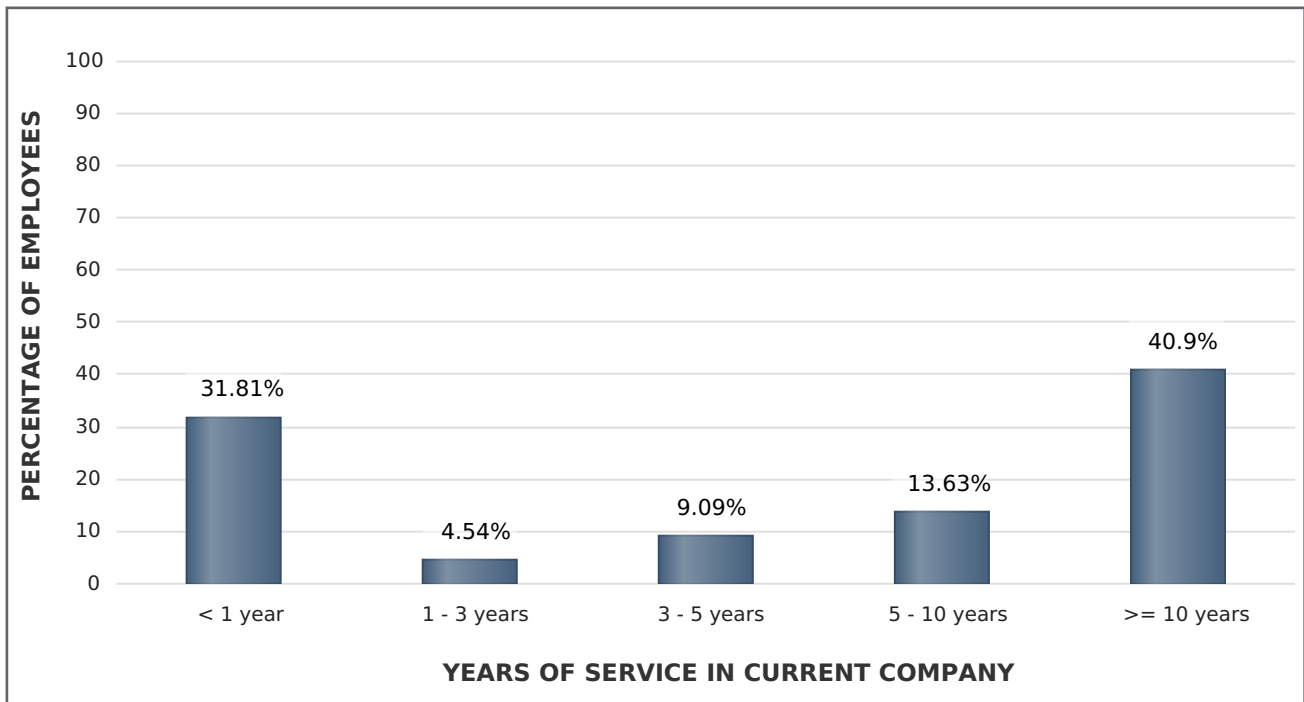




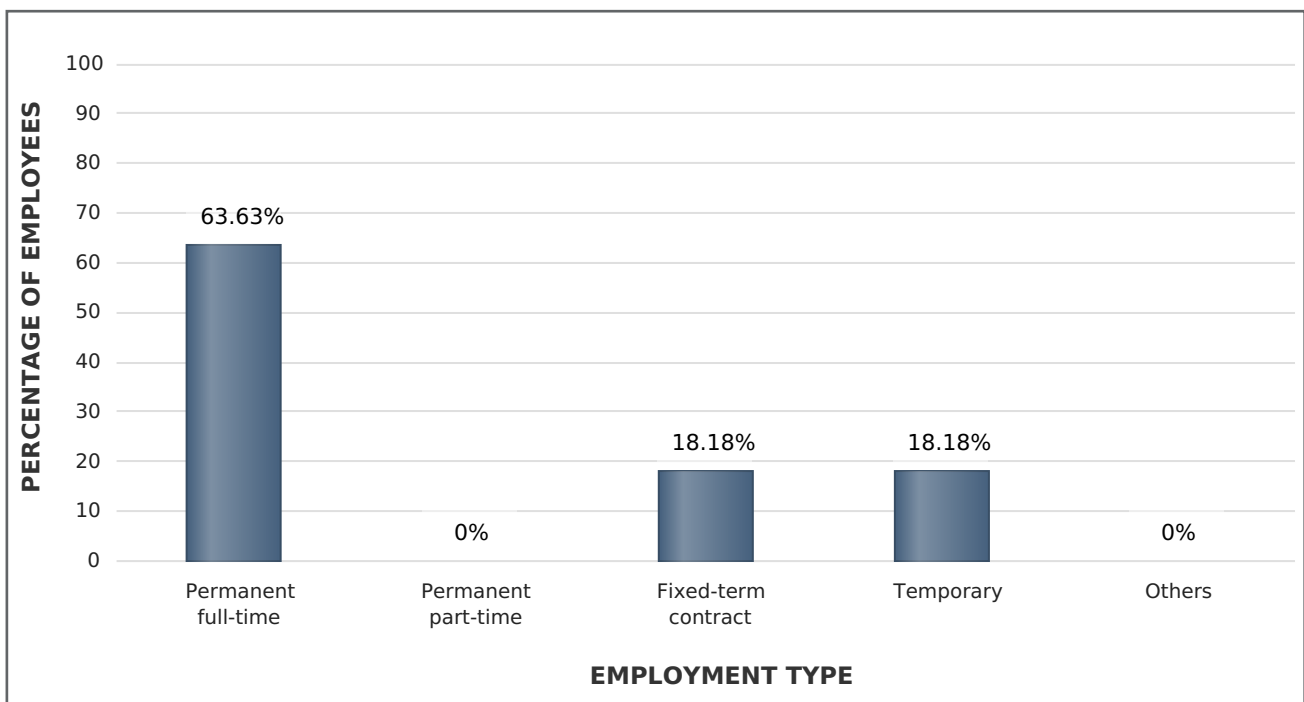
• **EDUCATIONAL QUALIFICATION**



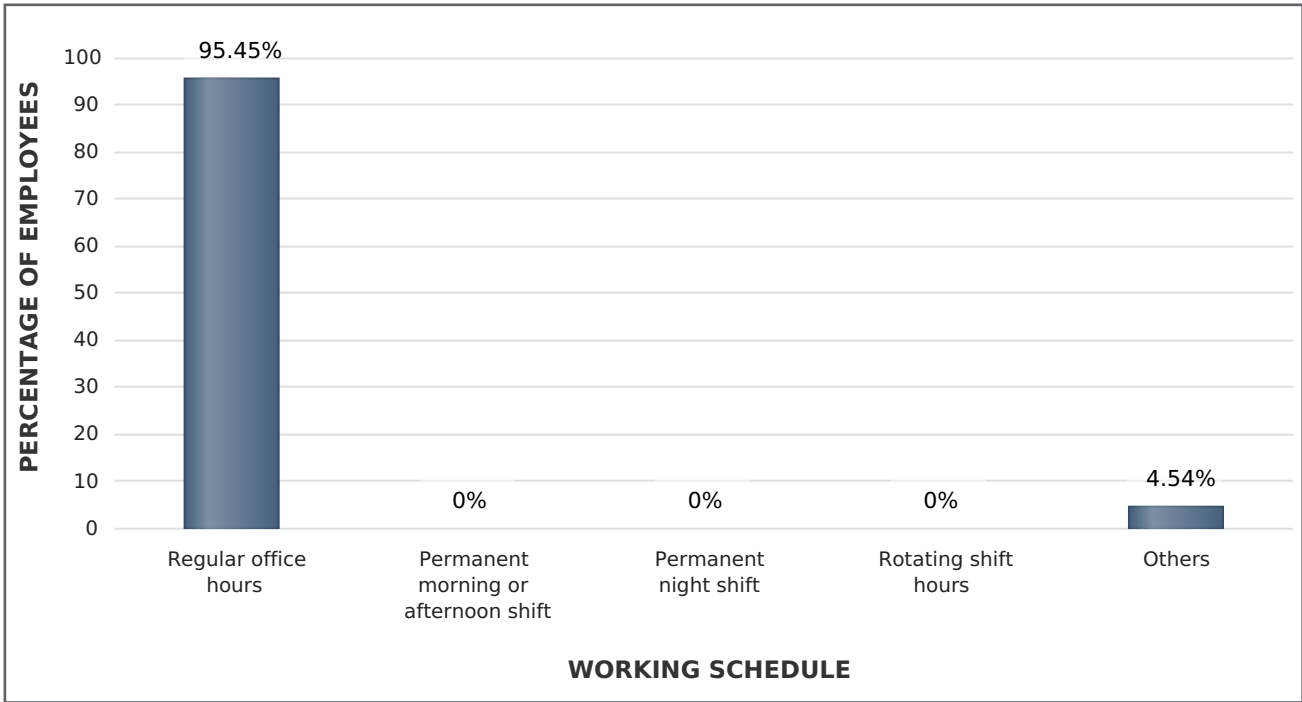
• NUMBER OF YEARS IN COMPANY



• EMPLOYMENT TYPE



• **WORK SCHEDULE**



(a) Official working hours in 1 week (e.g. 8 hours x 5 working days = 40):	50.00
(b) Overtime working hours in 1 week (e.g. 1 hour x 5 working days = 5):	5.00

(c) Number of employees paid for working overtime: 2

(d) Number of employees not paid for working overtime: 20

We hope that these findings will help you make your company a great workplace for your employees. For more recommendations on organisational and individual level strategies to improve the mental well-being of your employees, please refer to the [link](#) or QR code.



Disclaimer: The report is not intended to be, and should not be used for medical diagnostic or treatment purposes. It is not a substitute for medical advice on your employees' state of health.

THANK YOU