

SET UP A PEER SUPPORT SYSTEM

A Playbook On Workplace Mental Well-Being



Co-workers can be a good source of support. Peer support networks build greater camaraderie amongst co-workers and are quick ways for employees to reach out:

STEP 1



Pick a model

- Buddy System 1:1
- Support Groups 1:5
- In-house helpline

STEP 2



Appoint the members

- Formalise peer support leaders' appointments
- Recognise their role in staff performance appraisals
- Choose volunteers over nominations

STEP 4



Dedicate time and space

- Set up regular check-ins
- Create conducive spaces for sessions

STEP 3



Train the team

- Provide basic training*
- Establish clear protocols for professional help

STEP 5



Provide support for the team

- Support peer support leaders and helpline operators

"Creating our internal 'Circle of Support' helped staff come forward to share".

– HR MANAGER,
MANUFACTURING COMPANY

*Organisations may refer to [WSH Council's Total WSH Programme](#) for such trainings, provided on a co-funding basis

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