

## VICO Construction Pte Ltd: Building a Culture of Acceptance, Respect and Empathy

Amongst recipients of the Culture of Acceptance, Respect and Empathy (CARE) Awards in 2023 is VICO Construction Pte Ltd. Recognising the challenges faced by their employees working in a high-pressure and physically demanding industry, VICO Construction has proactively taken measures to ensure that its workforce receives the necessary mental well-being care and support:

### 1. Mental Well-being Talks

With the support of the WSH Council's [Total WSH Programme](#), VICO Construction provides its employees with mental well-being talks to help them identify ways to manage stress, reduce stigma associated with seeking help, and empower them to take charge of their mental well-being. This initiative not only supports individual employees, but also fosters a more compassionate workplace culture.

### 2. Professional Counselling Services

VICO Construction offers confidential and affordable in-person and digital counselling services for employees to seek help when needed, demonstrating its commitment to their mental well-being.

### 3. Peer Support Groups

These groups, particularly amongst migrant workers, create a safe space for sharing experiences, mutual support, and learning coping strategies. This inclusive approach promotes a sense of belonging and unity among their employees.

### 4. Employee Benefits

Committed to employees' welfare, VICO Construction offers comprehensive health coverage (including corporate GP rates for employees' family members) and paid time-off for minor health issues. Additionally, the company's focus on work-life balance, offering flexible working arrangements and regular check-ins with team leaders to ensure employees are rendered the support they need, acknowledges the importance of maintaining good mental well-being.

### 5. Monitoring and Evaluation

VICO Construction actively gathers feedback from employees through surveys and focus groups, and analyses relevant data to assess the effectiveness of their mental well-being initiatives. In a recent company-wide survey, 80% of their employees said they feel more supported since the company implemented well-being initiatives. Such commitment to continuous improvement ensures that their well-being programmes remain responsive and relevant to the evolving needs of their workforce.

In addition to their existing initiatives, VICO Construction has introduced innovative safety measures such as the use of 360-degree cameras for remote safety inspections and to detect potential safety violations so that corrective actions can be taken before accidents occur. VICO Construction also prioritises employees' health through regular blood pressure testing for high-risk workers. The company also organises leisure activities for their employees, such as screening the World Cup at the Construction Temporary Quarters (CTQ).



In 2022, these initiatives have led to close to 10% increase in productivity, 50% decrease in employee turnover as compared to the year before, and a 20% improvement in the company's overall engagement scores at the annual engagement survey. The company's forward-thinking approach to holistic employee well-being has also led to reduction in employees' medical expenses which are fully borne by the company. As a result of its efforts to ensure its employees' well-being, VICO Construction is recognised as an employer of choice.

Find out more about recipients of the WSH Awards 2023 at [www.wshc.sg/wshawards](http://www.wshc.sg/wshawards).