

Discussion on Workplace Health Promotion Programme for ABC Preschool



Our Vision:

“A nation of healthy people”

Our Mission:

"Empowering individuals to take ownership of their health"

Through:

- Being a centre of excellence for health promotion, disease prevention and patient education
- Establishing, engaging and supporting local and international partnerships
- Being a people-centred organisation that inspires and enables our employees to realise their full potential

Programme's Aim:

“Building a culture of healthy living among preschool staff as agents of change for children”

Background

Challenging Manpower Trends:

TIGHTER LABOUR MARKET

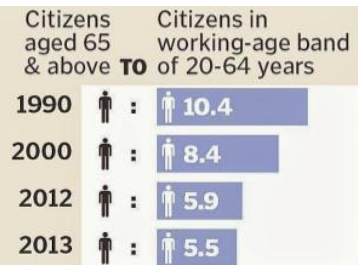
Singapore's workforce growth is expected to slow to about **1.5% from now until 2020**, and drop to **1% beyond 2020¹**



Foreign workforce expected to be **1/3** of total workforce by 2030¹

AGEING WORKFORCE

Rising disease burden



Source: DEPARTMENT OF STATISTICS

CHANGING WORKFORCE ASPIRATIONS



Skilled employees expected to be **2/3** of total Singaporean workforce by 2030¹

Action Plan for Successful Ageing



Transport



Aged Care



Lifelong Learning



Housing



Social Inclusion



Lifelong Employability



Health and Wellness



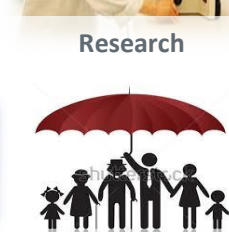
Research



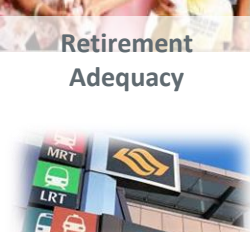
Retirement Adequacy



Volunteerism



Protection for seniors



Public Spaces

¹Source: Population White Paper (2013)

HPB's workplace health programmes help to support Lifelong Employability & Health and Wellness of our mature workforce.

Bringing targeted health programmes to sectors with a higher prevalence of mature workers 40 years and above



HEALTHY LIVING
EVERY DAY:

New Approach in Workplace Health Promotion: Industry-Specific Solutioning

Customise
Initiatives
Based on Job
Nature



Increase
Workers'
Accessibility
(on-site services)



Better Health
Management
at
Workplaces

Age-related

E.g. Vision, Hearing, Chronic Disease Mgmt

Work-related

E.g. Ergonomics, Fatigue Management

Building a healthy workplace ecosystem

Education Sector Staff Profile: 1 in 2 staff are 40 years & above

49%

**of workers in Education sector
are aged 40 years & above**

Includes preschool to tertiary institutions,
teaching & non-teaching staff. (53,500pax)

Singapore Yearbook of Manpower Statistics, 2013

49%

**of teachers, admin, etc
are aged 40 years &
above**

Includes only Singaporeans & PRs

>99%

**are female staff.
For teachers, 100%
are females**

ABC Preschool Staff Profile

Existing Workplace Health Promotion Efforts by ABC Preschool:

- ✓ Health screening for staff 40 years & above
- ✓ Medical benefits
- ✓ Productivity award
- ✓ Free enrichment courses for staff at enrichment centers or at individual centers with sufficient number of participants
- ✓ Activities for staff bonding

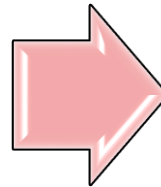
“Healthier Teacher, Healthier Child”

Workplace Health Promotion Programme Proposal

TARGETED INTERVENTION

for staff 40 y.o. and above

Ergonomics Assessment



Health Coaching
(as post-screening follow-up)

FOR ALL

THEMATIC HANDS-ON WORKSHOPS

- Mental wellbeing
- Ergonomics



STAFF ENGAGEMENT

- Healthy team bonding activities & competitions



RESOURCES

- Talk2Us HealthLine
- Ergonomics guidelines
- Visual cues on healthy living at centres



Examples of Healthy Team Bonding Activities



Team Relays



Cooking Competitions



Salad / Shake-Making Parties



Cheerleading Competitions



Mass Workouts



Sports Tryouts

Creating a Healthy Ecosystem for all through Environmental Support

Supportive Physical Environment

- Allocating spaces at work for staff to engage in physical activity
- Place visual cues around work areas to promote healthy eating, right exercise and work postures
- Provide mass physical activity programmes, health screening & interventions

HR Workplace Health Policies

Healthier F&B Policy

- Healthy Meals for Staff
- Healthier Catering Policy
- Healthier Vending Machine Policy

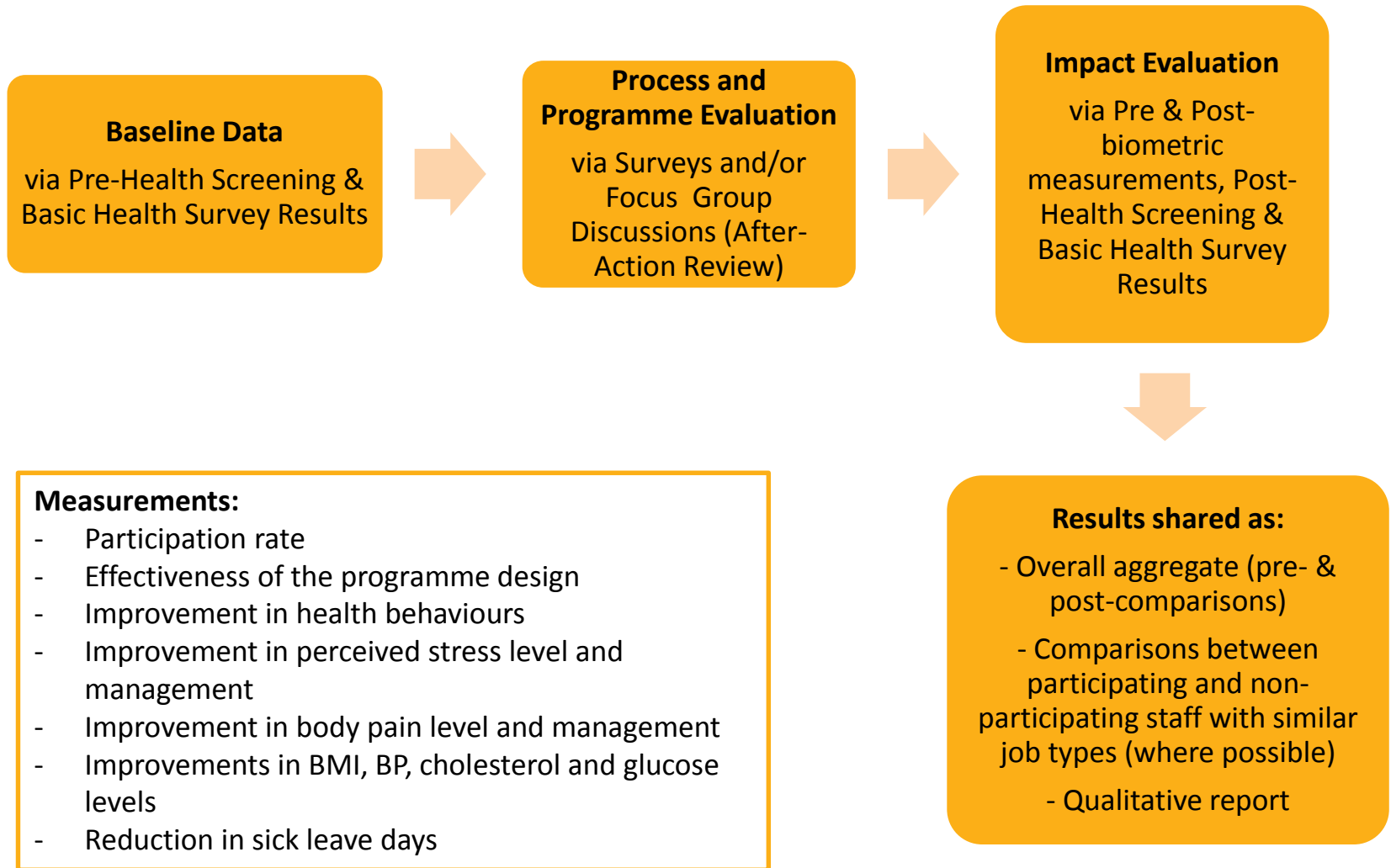
Inclusive Programme for All

- Extend health promoting activities to outsourced workers

HR & Health Policies

- Protected time/reward system to encourage staff to take up healthy lifestyle programmes
- Dedicated HealthLine for staff to call
- Good ergonomics workplace design
- Workplace counselling for staff to access when needed
- Evaluation of health programmes

How We Would Evaluate Success



Summary:
**“Building a culture of healthy living among preschool staff
as agents of change for children”**

Programme components:



Focus areas:

**Managing
Chronic
Diseases**

**Women's
Wellness**

**Work Stress &
Fatigue Mgt**

**Managing
Body Aches /
Pain**