

TAKING A HOLISTIC APPROACH TO WORKPLACE HEALTH

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TOP Glove Corp Bhd will be hosting a series of seminars and programmes to promote holistic wellness and to train its employees to be health advocates within and outside of the workplace in conjunction with this year's World Mental Health Day themed "Make Mental Health and Wellbeing a Global Priority".

"Top Glove values health from a holistic perspective to ensure the mental and physical wellbeing of its employees," it said in a recent statement.

Advocating this, the Top Glove Global Doctors (TGGD) Mental Health Clinical and Crisis Support Team launched the Zero Harm on Mental Health Programme on Oct 10, 2021, in conjunction with World Mental Health Day.

This comprehensive safety and wellness action plan complements the existing Zero Harm and Safety Health Emergency Preparedness programme that was introduced by the company in 2019.

"As the world recovers from the effects of the pandemic and faces geopolitical tensions and economic challenges, mental health has become a more significant issue," it added.

According to the World Health Organisation (WHO), 15% of working-age adults suffer from a mental illness at some points in their lives. Depression and anxiety, byproducts of mental illness, cost the global economy US\$1 trillion (RM4.65 trillion) annually, primarily as a result of lost productivity.

Considering that work contributes to mental wellbeing, WHO and the International Labour Organisation (ILO) have recently published a policy brief and guidelines on mental health at work.

In Malaysia, it is becoming increasingly apparent that employee mental health needs to be protected,

with several organisations, like the Malaysian Employers Federation (MEF), calling for greater collaboration among stakeholders to address “alarming” mental health issues at the workplace.

Top Glove MD Lim Cheong Guan said that the company has always been committed to its communities as well as employees.

“Top Glove strives to instil a healthy and productive mindset in all of its employees.

“Our Zero Harm Programmes are essential to ensuring the continued physical and mental wellbeing of our employees in line with the United Nations’ third Sustainable Development Goal,” he said.

There has been positive progress with the Zero Harm on Mental Health Programme since its inception a year ago.

Since the beginning of this year, more than 2,000 Top Glove employees have participated in mental health related train

ing and talks organised by the company. In addition, there has been an increase in the number of employees who have contacted TGGD’s Mental Health counsellor Cheryl Chin, who is also trained to provide counselling and psychotherapy for consultations, indicating that employees feel safe reaching out for help in an area that was historically perceived as taboo.

Top Glove has also worked closely with the Rapid Crisis Unit led by Chin and collaboratively managed by the medical team at TGGD, as well as Top Glove’s top management to mitigate instances of workplace bullying or harassment, enforcing a strict zero-tolerance policy.

The Malaysian Reserve