

Lesson 8

Health Promotion to Working Adults & Elderly

S2450C Health Promotion



Learning Outcomes

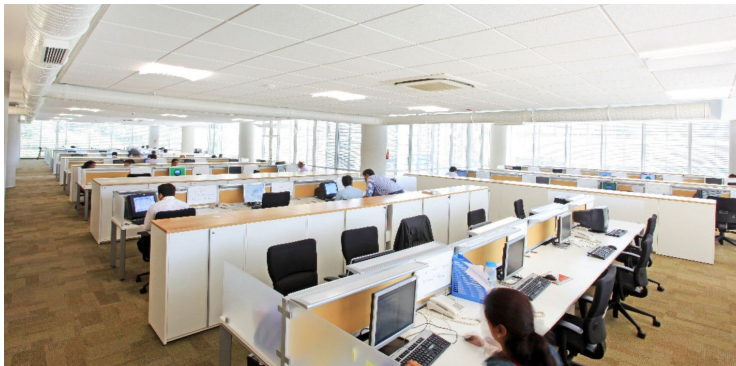
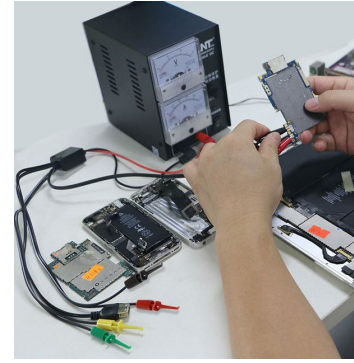
- Identify key health concerns in working adults
- Recognise opportunities for health promotion that are offered throughout an individual's life-span and their associated challenges
- Identify and describe components of the workplace health promotion programmes
- Define older adults
- Identify general characteristics of older adults
- Identify common diseases and key health issues of older adults



Health Promotion to Working Adults



Examples of Workplaces





What is a Workplace?

SME

MULTINATIONAL

Workplaces can be classified based on:

Size – ranging from large multinational firms to small businesses

Type of activity – manufacturing, retail, construction, farming etc.

Organisation of the workplace – open offices, shop floor, shift work, working from outside etc.





Workplace Settings in Health Promotion

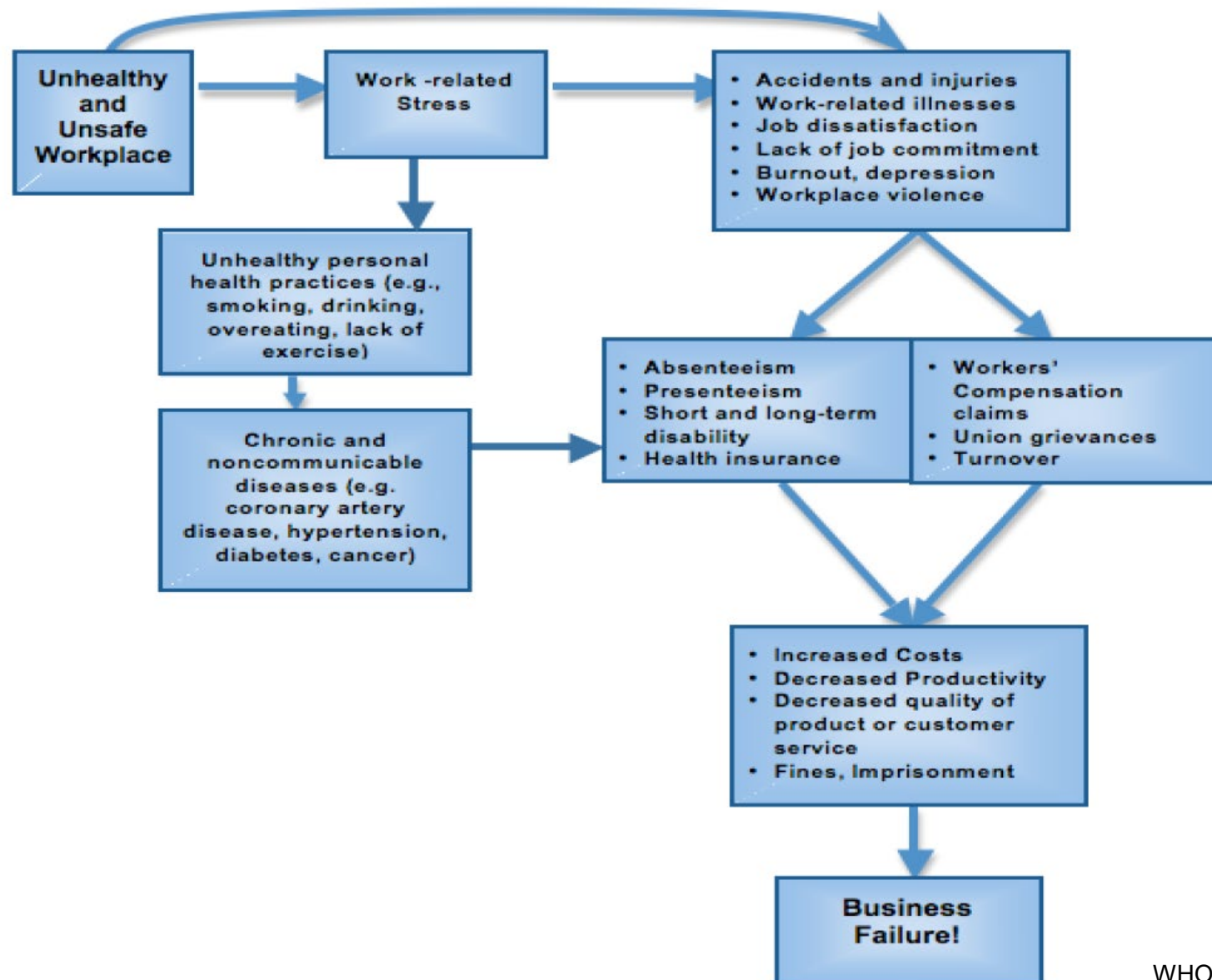
According to the World Health Organisation (WHO, 2010) a healthy workplace is one where the **workers and managers collaborate to promote health, safety and well-being.**

- About **7 out of 10** residents of Singaporeans are in the workforce and spend approximately **9 hours/day** at work
- Workplace settings can be used to address both occupational health issues and general health promotion topics
- Behaviour of working adults can be influenced through existing mechanisms at the workplace





Why Healthy Workplaces?





Benefits of a Healthy Workforce

Healthy employees are more:

- ✓ productive
- ✓ physically, mentally and socially healthy
- ✓ ready to respond to changing needs
- ✓ resilient and prepared for setbacks



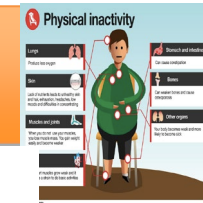
Health Status of the Workforce

Health Status of Singaporean adults (18-69 years)

82% of employees reported 1 musculoskeletal disorder



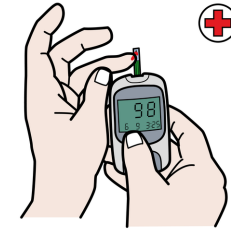
60 % of employees did less than 150 min/week of exercise



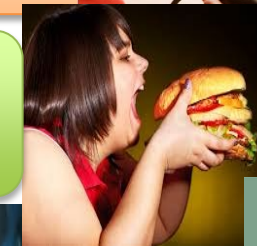
43% of employees reported work-related stress



24% of the population have high Blood Pressure (Hypertension)



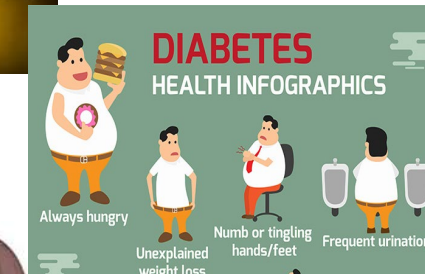
17% of the population have high blood Cholesterol



14% of the population are smokers



11% of the population have Type 2 Diabetes



11% of the population are obese



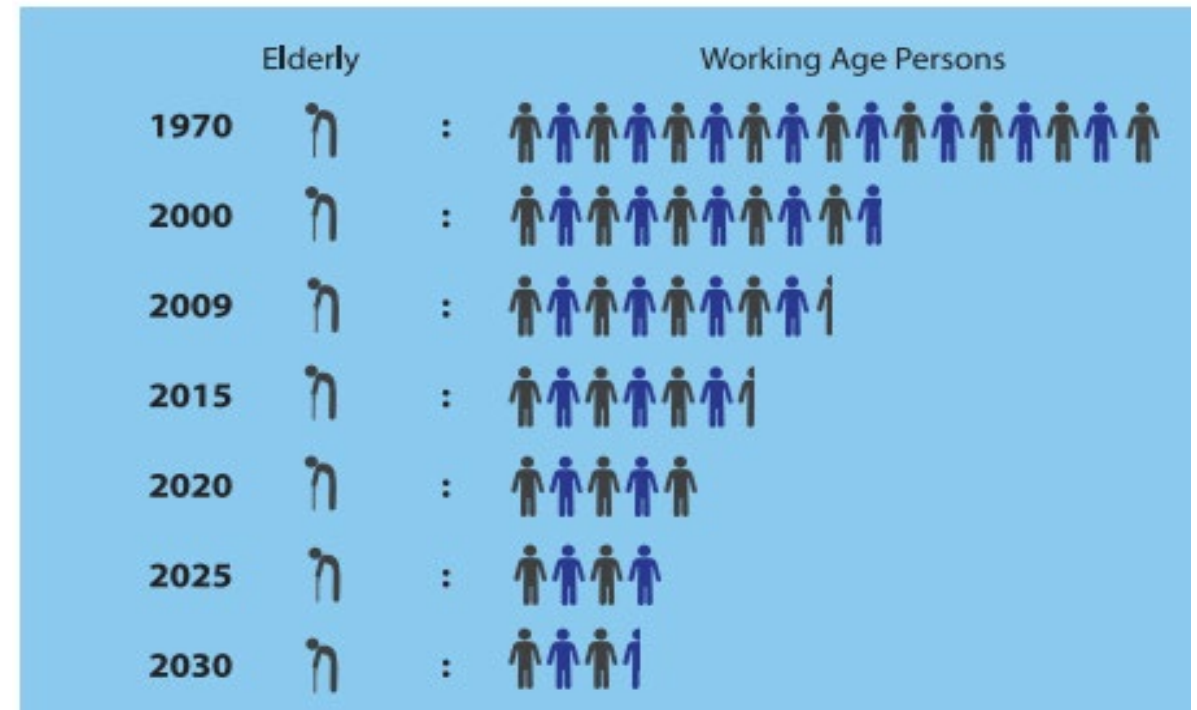


Singapore - An Ageing workforce

Working adults can be further divided into:

- **Young:** 18 to 24 years
- **Middle:** 25 to 49 years
- **Older:** 50 years to retirement

Figure 2: Ageing Workforce Projection^{iv}



Singapore's Approach to Healthy Workplaces



Workplace Safety and Health

- In 1999, the 1st **National Tripartite Committee on Workplace Health (TriCom)** formalized strategies to improve employees' health in Singapore.
- The **Tripartite Oversight Committee (TOC) on Workplace Health** was set up in 2014 to raise awareness of health and increased the adoption of healthier behaviours among workers.
- In 2017, the TOC expanded their work to incorporate workplace *safety* and was renamed the **TOC on Safety and Health**.
- 3 key focus of the TOC:

Advocating safety and health in all policies at the workplace, especially in high-risk industries

Promoting health ecosystems for workers in business and other workplace clusters

Improving health of mature workers in key priority sectors through greater access to safety and health initiatives

(Tripartite Oversight Committee on Safety and Health, 2021)

Tripartite efforts from:

Government

Employers

Unions



Results of TOC's efforts

- Increased *reach* and *impact* over the TOC's term from 2014 to 2020

ACHIEVEMENTS

From October 2017 to October 2020, **more than 853,000 workers** have accessed workplace safety and health programmes, with **more than 224,000 workers** having participated in these programmes.

Safety and health programmes for workers in high-risk industries



More than 115,000 employees have access to **Total Workplace Safety and Health (Total WSH) services**.
Under the newly launched Total WSH programme in July 2019, **more than 4,600 employees** have participated in **Total WSH initiatives**.

Targeted safety and health interventions for mature workers

More than 133,000 employees from **7 sectors** have access to targeted and impactful programmes, with **more than 94,000** having participated in them.



Healthier and safer environments for PMETs and blue-collar workers

More than 406,000 employees within **68 Healthy Workplace Ecosystems (HWEs)** have access to broad-based and impactful programmes, with **more than 90,000** having participated in them.

More than 198,000 employees from more than **1,700 companies** have workplace health programmes brought to their doorsteps, with **more than 35,000** having participated in them.

BIOMETRIC IMPACT

From health & fitness screening



2014 – 2020 terms

1 in 2
improved in

≥1 Biometric indicators
(Body Mass Index (BMI), blood pressure, blood glucose & blood lipid)



2017 – 2020 term

NEW **1 in 4**
improved in

≥1 Fitness indicators
(Body Mass Index (BMI), body fat, visceral fat & muscle mass)

From ergonomic programmes



2017 – 2020 term

NEW **1 in 3**
reported

Experiencing less body pain



2017 – 2020 term

NEW **1 in 6**
improved in

Body flexibility

BEHAVIOURAL IMPACT

From physical activity programmes



2014 – 2017 term 2017 – 2020 term

2 in 5
increased in

3 in 5
increased in

Active time

From nutrition programmes



2014 – 2017 term 2017 – 2020 term

1 in 5
increased in

1 in 4
increased in

Consumption of wholegrain foods

(Tripartite Oversight Committee on Safety and Health, 2021)



Benefits to Employers

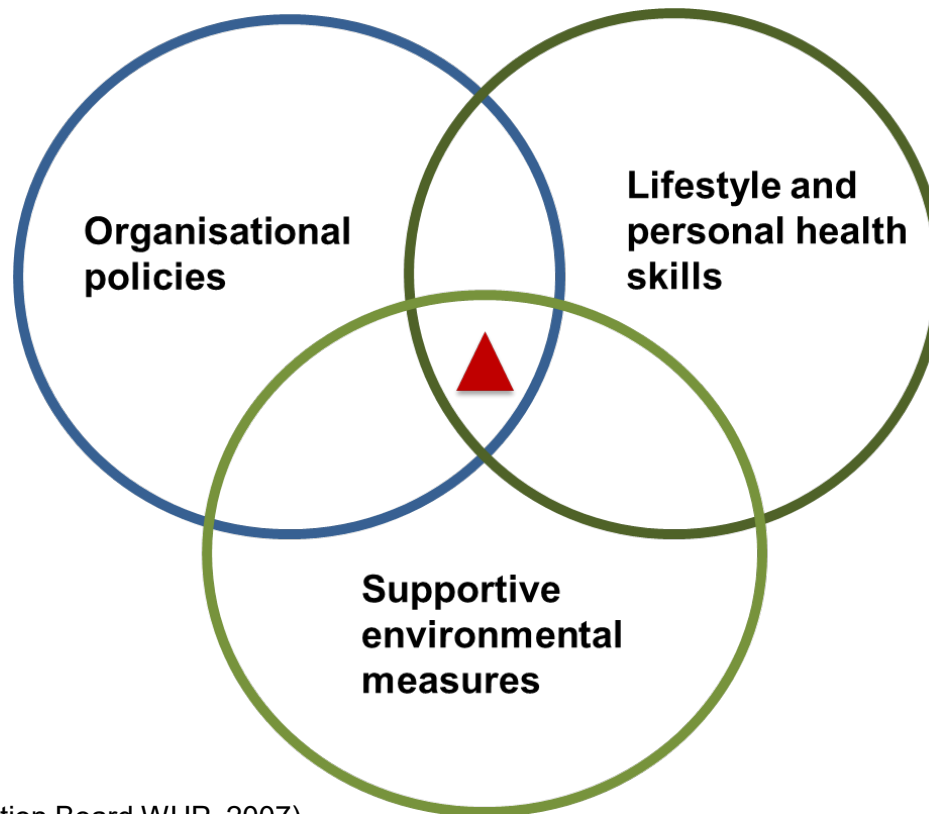
- ✓ Improved Performance (of employees)
- ✓ Improved Productivity (i.e. rate of output per unit of input)
- ✓ Better Product/Service quality
- ✓ Better Customer service and satisfaction
- ✓ Reduced Absenteeism (i.e. taking leave often without good reason)
- ✓ Reduced Presenteeism (i.e. when employees are at work but not producing at optimal levels due to physical/mental illness or disease)
- ✓ Reduced staff turnover (i.e. lower rate of employees leaving the workforce)
- ✓ Lower accident/Injury rates
- ✓ Lower Healthcare costs



Workplace Health Promotion

Organisational Policies can include:

- Health-related policy (e.g., smoke-free areas)
- Nutrition policy (e.g., serve wholegrains whenever possible in canteens)



:WHP

(Health Promotion Board WHP, 2007)

Information for creating awareness, **increasing health knowledge or enhancing health skills**

can be provided via:

- Talks and workshops
- Counselling
- Quizzes
- Competitions
- Exhibitions on healthier eating, regular exercise, weight management etc.

Supportive environment can refer to:

- **Social/organisational environment** - culture, respect, shared beliefs which employees identify with
- **Physical environment** - facilities within the organisation such as water coolers, healthy canteens, exercise gyms, smoke-free environment, bright staircases etc.
- **Access to health services** - screening, health programmes etc.



Getting Support from HPB



Singapore HEALTH Award

The Singapore HEALTH Award recognises companies with outstanding workplace health promotion practices.



Healthy Workplace Ecosystem

A healthier lifestyle begins at work. We have partnered with various workplaces to bring specially designed programmes for the busy executive.



Workplace Programmes

We have a variety of workplace programmes that you can implement at your organisation to create a health promoting workplace environment.



Workplace Outreach Wellness Package

The Workplace Outreach Wellness (WOW) Package supports all companies in their goal towards a healthier and more engaged workforce.



Smoking Cessation Programmes

HPB offers several smoking cessation programmes for the workplace. These aim to raise awareness about the detrimental health effects of smoking and encourages individuals to quit smoking, and raises awareness about the detrimental health effects of smoking.



Useful Information for Organisations

Are you an organisation that needs help starting up healthy initiatives at your workplace? This section has all the information you need and more to ensure that your workplace stays fit and healthy throughout the year.





HPB Programmes and Services



WOW PROGRAMMES

CHRONIC DISEASE SCREENING & FOLLOW-UP

For chronic diseases, it is always "the earlier, the better" - this applies to both detection and management so that serious health risks can be mitigated.

Help your employees detect and manage their chronic diseases with a basic health screening that covers: BMI, blood pressure, fasting blood glucose and fasting blood cholesterol.

As a follow-up from the health screening, health coaches will provide 1-to-1 lifestyle coaching session, to interpret individual health results and provide bite-sized advice and tips for participants to work towards improving their overall health.

GENERAL WORKPLACE HEALTH PROGRAMMES

Companies can select from a variety of workplace health programmes based on the following health areas:

- Physical Activity:** Choose from a range of fun physical activities to be conducted in the comfort of your company. Ranging from low to medium and high impact, there will be something for everyone.
- Nutrition:** Have direct access to experts who can provide useful insights to up your nutrition and dietary knowledge. You can also choose to offer hands-on experience for your employees to prepare nutritious and delicious snacks and meals in the absence of a kitchen at your premise.
- Mental Wellbeing:** Benefit from talks and workshops that equip your employees with ways to manage stress and build mental resilience through a selection of programmes to promote mental wellbeing.
- Ergonomics Workshop:** Did you know that musculoskeletal diseases (MSDs) is fast becoming a top health concern in Singapore? Educate your employees on the risks of MSDs, and how they can manage body pain and lower injury rates and related costs through practice expert sharing.

TARGETED WORKPLACE HEALTH PROGRAMMES

Typically on-going from 4 hours to 12 weeks, these targeted programmes (below) are customised to address specific health areas of concern to your company:

- Weight Management:** Obesity is not just a weight issue. It is a chronic, relapsing condition in which an increase in body fat can result in multiple health consequences. Weight management programmes are designed to empower participants to make positive lifestyle changes to achieve the best outcomes in terms of weight loss and sustainability.
- Chronic Disease Management:** Singapore's ageing population and adoption of unhealthy lifestyles has contributed to the increasing prevalence of chronic diseases. Chronic disease management programmes will provide employees with chronic diseases knowledge and skills to cope with their conditions.
- Smoking Cessation:** Encourage your employees to quit smoking by increasing their awareness on the harmful effects of tobacco use on their health, fitness and spending power and developing their personalised quit strategies.

HPB

- More than two-thirds of Singapore's adult population is in the workforce
- **Healthy Workplace Ecosystem**
 - landlords and developers (e.g. CapitaLand, Maple Tree Business Parks)
- **Workplace Outreach Wellness (WOW)**
 - individual companies develop own WHP for employees
 - can be co-funded by HPB



Fitness checks were conducted for Get Fit! Challenge participants to measure their body compositions such as Body Mass Index, body fat and skeletal muscle mass.



Health Promotion to Older Adults



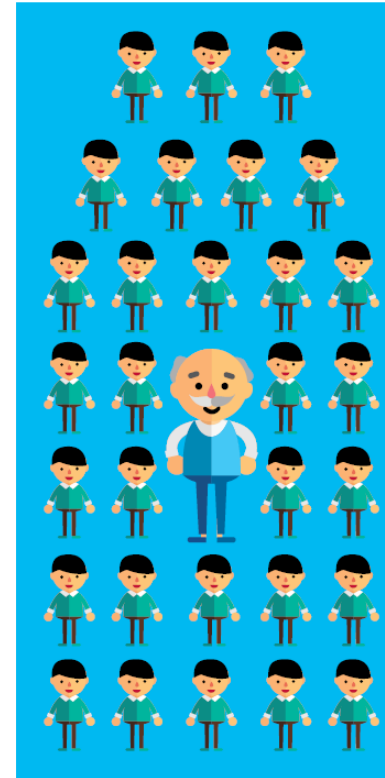
Defining the Older Adult

- In Singapore a variety of cut-points are used
- The Ministerial Committee on Ageing (MCA) has defined older adults as:
 - Young-old (65-74 years old)
 - Old-old (75-84 years old)
 - Oldest-old (85 years old and above)



Ageing Population in Singapore

1 in 31

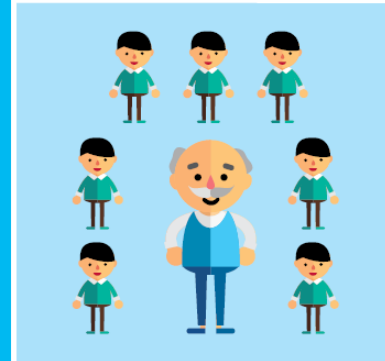


1970

OUR POPULATION IS AGEING RAPIDLY.

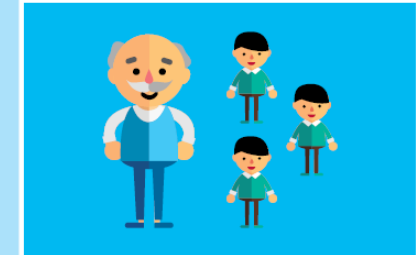
In 1970, **1 in 31** Singaporeans was 65 or older.
In 2015, it was **1 in 8**. By 2030, it will be **1 in 4**.
We will have over 900,000 seniors, approximately double the current 440,000.

1 in 8



2015

1 in 4



2030

YEAR



Seniors aged
65 and above

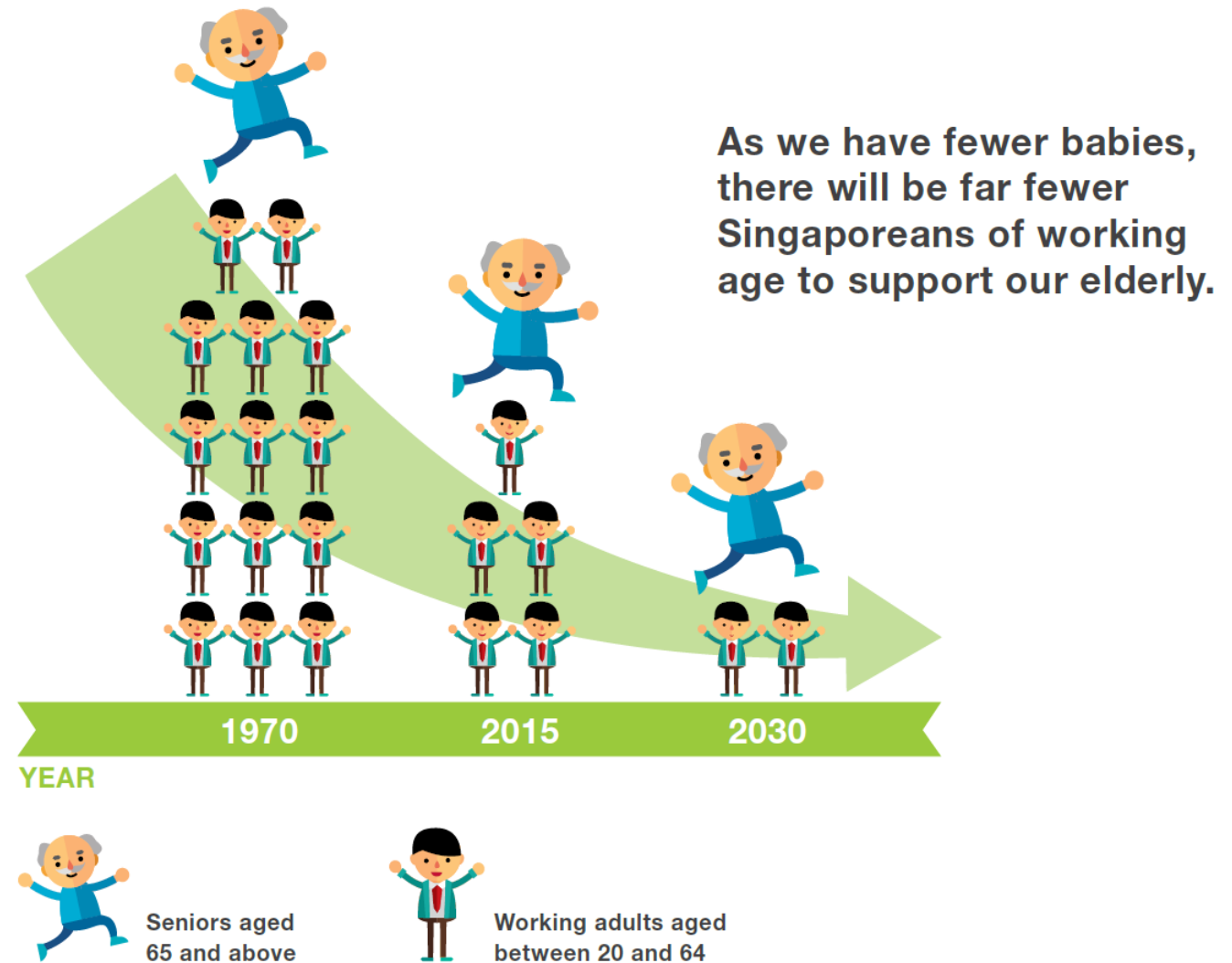


Singaporeans
under the age of 65

Source: Action Plan for Successful Aging. Ministry of Health, Singapore. 2016



Old-Age Support Ratio



Source: Action Plan for Successful Aging. Ministry of Health, Singapore. 2016



Health Promotion To Older Adults

- Support **Active Ageing**
 - “*optimising opportunities for health, participation and security in order to enhance quality of life as people ages*” (WHO, 2011).
 - The aims of active ageing are to increase *Healthy Life Expectancy* and *Quality of Life* of the older adults
- Address the common chronic diseases, health issues and associated modifiable risk factors in Physical health
- Address other factors affecting health i.e. Social and Mental health
- Efforts to be extended to include the younger adult population other than the older adults for the purpose of promoting intergenerational bonding

Source: Action Plan for Successful Aging. Ministry of Health, Singapore. 2016



Health Promotion to Older Adults

- **The Ministerial Committee on Ageing (MCA)** brings together multiple government agencies to holistically respond to our ageing society.
- In 2015, the MCA launched the **Action Plan for Successful Ageing**, a national blueprint to enable Singaporeans to age gracefully and confidently.

Action plan for successful ageing



CHANCE TO LEARN

A new National Silver Academy, which plans to provide more than 30,000 places for seniors by 2030. These could range from picking up IT skills and jewellery making to ukulele lessons and exam-free university courses.



SHOT AT VOLUNTEERISM

The annual President's Challenge will be used as a platform to kick-start a volunteer movement for seniors interested in giving back to the community.



KEEPING HEALTHY

Educating seniors on issues like dementia and nutrition. By 2030, some 400,000 seniors aged 50 and older will have come under the National Seniors' Health Programme.



INFRASTRUCTURE UPGRADES

Providing opportunities for the old to mix with the young. Over the next 10 years, 10 new Housing Board developments will get childcare and eldercare facilities side-by-side. Public transport and other public amenities will also be made more senior-friendly.



AGEING RESEARCH

Up to \$200 million could be set aside for research on ageing - how to delay the onset of dementia, for example, or create truly ageless workplaces.



Determinants of Long-Term Care Services

- Socio-economic variables can determine the utilisation of long term care services
- **Employment**
 - Very much determined by retirement age, availability of pension, savings and income from investment or trade
 - Retirement age suggest limited or significantly lesser income for previously working older adults
- **Living arrangement**
 - Trending towards individualisation and independence
 - Living with spouse but not with children
 - Living alone
 - Informal caregivers



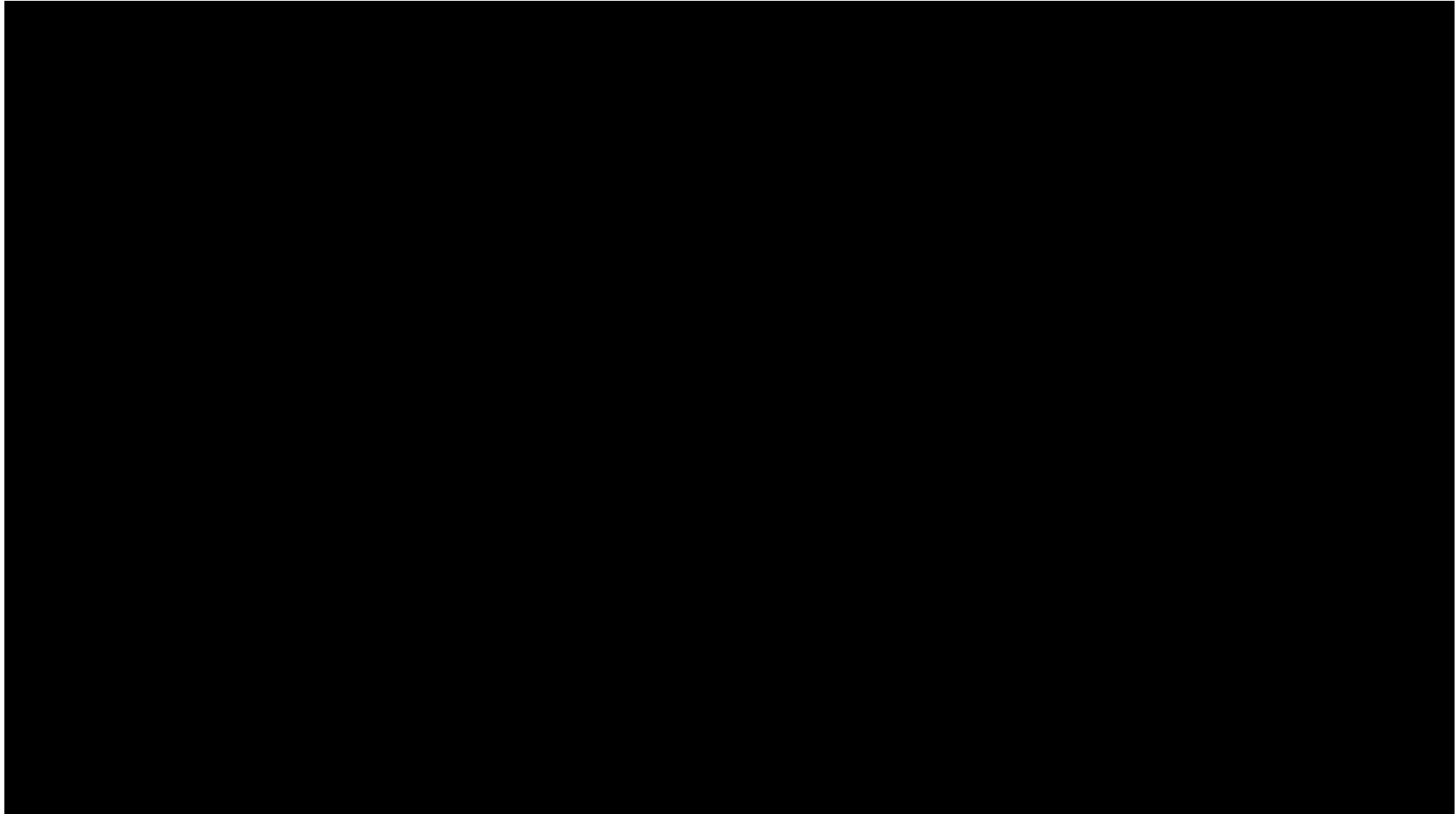


Quality of Life in Elderly

- The single most important determinant of the quality of an elderly person's life is health
- **Study by Chan et al (1998)** found that certain factors can adversely influence the self-perception of health:
 - **Symptom generating conditions** - e.g. arthritis generate pain, asthma generate breathlessness. The less symptoms of illness the person had, the better they will rate their health
 - **Health services utilization** - e.g. regular medication, recent hospitalization serve as constant reminders of poor health
 - **Functional state** - e.g. hearing, visual, musculoskeletal problems, loss of Activities of Daily Living limits and disrupts the person's way of life
 - **Financial needs** - those without financial difficulty feel healthier because they felt their social environment was more conducive to maintaining good health, tend to seek medical attention earlier



The Last Ten Years





Supporting Active Ageing

- Communication - Speak more slowly and loudly to elderly
- Engagement – use bigger fonts/visuals in marketing materials
- Be patient and respectful
- Encourage elderly to participate in healthy ageing programmes to improve flexibility or mental alertness
- Volunteer/participate in intergenerational bonding programmes e.g. active family to help elderly stay socially active



Virtual Physical Activity for the Community-Dwelling Elderly

30-minute virtual engagement with stay-home elderly over 8 Sunday mornings.

EXERCISE BINGO			
Head Drop	Seated Hip Flexion	Standing Heigh 50%	Torso Extension
Standing Pull up to the wall	Random Stand to Walk	Seated Single Leg Stand	Elbow to Knee
Shoulder Press	Sit To Stand	Bicep Curl	Standing Side Leg Lift
Side Push Against Wall	Standing Hip Extension	Prone Press Up	Seated Hip Bridge



Getting Into the Silver Industry

Useful resources to develop your business idea:

- <https://www.aic.sg/>
- <https://www.cpf.gov.sg/member/retirement-income/government-support/silver-support-scheme>
- <https://www.sgenable.sg/>

MOH's Action Plan for Successful Aging

<https://www.moh.gov.sg/others/resources-and-statistics/action-plan-for-successful-ageing>



What Have You Learnt Today?

- Workplace safety and health for working adults
- Workplace health promotion in Singapore and its benefits
- Knowledge on **socio-economic determinants** like employment, living arrangement, availability of informal caregivers, perception of personal health; **morbidity and disability trends** specific to the older adults are important for planning a successful health promotion programme for this target group
- Health promotion in older adults should promote the concept of **active ageing**, which is helping older adults to maximise their potential in social, mental and physical health. It requires the older adults to actively participate in their community and have fulfilling family/personal life
- Health promotion for this target group will then address the **common chronic diseases, health issues and associated modifiable risk factors** (social, as well as mental)



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Thank you