



香港城市精神健康聯盟

**City Mental Health
Alliance** HK

March 2021

CITY MENTAL HEALTH ALLIANCE HONG KONG

**Led by businesses for businesses to
create mentally healthy workplaces**

Let's start with the facts

27% OF HONG KONG EMPLOYEES HAVE EXPERIENCED MENTAL HEALTH PROBLEMS IN THE LAST 12 MONTHS ⁽ⁱ⁾



DEPRESSION IS RANKED THIRD IN THE GLOBAL BURDEN OF DISEASE AND IS PROJECTED TO RANK **FIRST BY 2030** ⁽ⁱⁱ⁾

92% OF PEOPLE BELIEVE THEIR INDUSTRY NEEDS MORE SUPPORT TO DEAL WITH MENTAL HEALTH IN THE WORKPLACE ⁽ⁱⁱⁱ⁾



25% OF PEOPLE GLOBALLY WILL BE AFFECTED BY ISSUES RELATED TO MENTAL HEALTH DURING THEIR LIVES ^(iv)

(i) CMHA HK Research conducted June-July 2020 (ii) United Nations (iii) CMHA HK Research 2019 (iv) World Health Organisation, 2020

Our vision

CREATE MENTALLY HEALTHY WORKPLACES AND INSPIRE HEALTH CREATION IN BUSINESSES.

“Everyone has mental health in the same way as everyone has physical health. With Hong Kong as a leading Asian business hub, CMHA HK believes Hong Kong businesses can play a leading role in raising awareness, devising strategies and sharing best practice on mental health and wellbeing in the workplace. Our vision is to help workers at all levels talk about mental health without fear of stigma. We wish for mental health to be considered as a boardroom issue and to be recognized as a critical lever of any company’s ability to optimize business performance, manage risk and safeguard social and societal responsibilities.” - Edward Moncreiffe, CEO HSBC Life (International) Limited and Chair, CMHA HK Board

WE BELIEVE WORKPLACES SHOULD BE PLACES WHERE MENTAL HEALTH AND WELLBEING:

- ✓ is no longer stigmatised
- ✓ is a boardroom priority
- ✓ are part of the solution to mental health issues faced globally

WHO WE ARE

The City Mental Health Alliance Hong Kong is a not-for-profit membership organisation. We are an alliance of businesses, working together with mental health experts and partner organisations, to achieve our vision that every workplace will protect, support and create positive mental health for their people. We provide locally relevant training and resources to member and non-member organisations and undertake research within our region. We bring our members together to collaborate and share best practice via a range of events and working groups. Our Board is comprised of representatives from our member companies and we are advised by experts.

Meet our team and our Board members [here](#).

Areas of Focus

The [CMHA HK Guide to Thriving at Work](#) is a framework adapted by CMHA HK members to suit local business conditions and support the development of strategies that underpin mentally healthy workplaces. We use this framework to inform our key focus areas outlined below.

Research & Data Collection

CMHA HK is committed to supporting its members and the broader community with insightful research such as our [Analysis of the Economic Costs of Mental Ill Health](#) and a series of [employee wellness surveys](#).

The Thriving at Work Self-Assessment is a benchmarking survey based on the Guide to Thriving at Work standards. On completion of the survey, organisations receive an individual company report and 1:1 feedback session. The survey is a CMHA HK member benefit but also available for non-members at a cost. Please [contact us](#) to discuss further.

Toolkits & Resources

We create a number of member-only and publically available toolkits and resources on topics related to mental health and wellbeing in the workplace. Some of these include:

- [CMHA HK Guide to Thriving at Work](#): a framework to support the development of a workplace mental health strategy
- [‘How to’ Guide series](#): stepwise guides to support the implementation of key workplace mental health strategies and initiatives
- [Case Studies](#): CMHA HK member case studies showcasing initiatives implemented by our member organisations
- [Expert Series](#): interviews, factsheets and recorded video clips with experts on a range of topics
- [Storytelling Series](#): using the power of storytelling to share lived experiences of mental health issues to educate, inspire and break down the stigma around mental health in the workplace

Training

Our training content has been developed with input from CMHA HK members and experts from other mental health organisations to create modules and resources which meet the needs of corporate environments.

Training sessions and resources are offered in English, Cantonese and Mandarin and are available for member and non-member organisations. Most modules can be delivered within a ‘lunch & learn’ timeframe.

Visit our [Training page](#) for detailed information on training modules and pricing.

Events

CMHA HK hosts a number of member-only sharing sessions, workshops and global webinars throughout the year. Topics are based on the Guide to Thriving at Work and discussions are led by CMHA HK members. Please see below for our 2021 themes.

We also partner with global and local events and conferences and use these as a platform to showcase CMHA HK work.

Our Members

Allen & Overy

AXA

Bank of America Merrill Lynch

BNY Mellon

Clifford Chance

DLA Piper

EY

Goldman Sachs

Hong Kong Exchanges and Clearing Limited

HSBC

Jardine Matheson Group

JLL

J.P. Morgan

Latham & Watkins

Linklaters

Mayer Brown

Morgan Stanley

Oliver Wyman

Prudential

PwC

Slaughter and May

Securities and Futures Commission

Wellington Management

Membership Benefits



RESEARCH & DATA COLLECTION

Individual company assessments and reports

Annual Thriving at Work Assessment

- Includes individual company report and 1:1 feedback

Mental health and wellbeing survey

- From which CMHA HK members will receive individual reports (if greater than 20 responses)



TOOLKITS & RESOURCES

Access to toolkits and resources developed by CMHA HK throughout the year

How to Guide series

- Member-only stepwise guides on how to implement workplace mental health strategies and initiatives



EVENTS

Access to a yearly calendar of 10+ member only events and workshops:

- Member Insight & Exchange Sessions (MIES)
- Member Workshops
- CMHA Global Webinars
- Affiliate Events



TRAINING

Mental Health Training

- Three hours of training (or alternative engagements e.g. panel appearance) within a membership year
- Additional training sessions can be arranged at a discounted member rate

We also deliver training to non-member organisations. Information on training modules and fees are available on our website and in our [training brochure](#).



MEMBER ENGAGEMENT & COMMUNICATION

- Monthly member newsletters
- Member case studies
- Access to resources in the member only section of CMHA HK website
- Private LinkedIn Group



PUBLIC COMMITMENT TO WORKPLACE MENTAL HEALTH AND WELLBEING

- Company name featured on CMHA HK website, demonstrating public commitment to workplace mental health and wellbeing
- Opportunity to showcase best practice and knowledge across CMHA HK member companies

2021 Themes



2021 Training Offering

Foundation Modules (1 hour training sessions)

F1: General Mental Health Awareness (GMHA)

F2: NEW*: Mental Health Awareness: Successful Transition to the Workplace

Thriving at Work Modules (1 hour training sessions)

TAW1: Building Resilience from the Inside Out

TAW2: Staying Mentally Healthy in Uncertain Times

TAW3: Managing Stress (NB: This module is also available with a focus on Covid-19)

TAW4: NEW*: Diversity & Inclusion (D&I) and Mental Health

Manager Modules (1.5 hour training sessions)

M1: Manager Mental Health Awareness - Level 1

M2: Manager Mental Health Awareness - Level 2

M3: NEW*: Manager Mental Health Awareness - Level 3

Additional Offerings

NEW*: Workplace Mental Health Allies Training | 4 hours

NEW: Mental Health First Aid (MHFA) | 12 hours

Training Offering Overview

FOUNDATION MODULES: GENERAL EMPLOYEES

F1: General Mental Health
Awareness (GMHA)

F2*: Mental Health Awareness:
Successful Transition to the
Workplace

THRIVING AT WORK MODULES: GENERAL EMPLOYEES

TAW1:
Building
Resilience
from the
Inside Out

TAW2:
Staying
Mentally
Healthy in
Uncertain
Times

TAW3:
Managing
Stress
(NB: this module
is also available
with a focus on
COVID-19)

TAW4*:
Diversity &
Inclusion

MANAGER MODULES

M1: Manager L1

M2: Manager L2

M3*: Manager L3

ADDITIONAL MODULES

Workplace Mental Health
Allies Training*

Mental Health First Aid (MHFA)

CMHA HK Members receive 3 hours of training (or alternative engagements e.g. panel appearance) within a membership year. Additional training sessions can be arranged at a discounted member rate. Contact our training team for more information.

Training is delivered virtually or in-person and can be delivered in English, Cantonese and Mandarin.

Modules marked with an * are currently under development and will be rolled out during 2021. Please contact the training team to discuss delivery of these sessions.

Additional Modules are not available as part of the 3 hours of training sessions included in membership.

Training is also available for non-members. Please contact the [Training Team](#) for more information.

CMHA HK Membership Responsibilities

The City Mental Health Alliance Hong Kong is led by members and guided by experts. Our members are responsible for driving the vision and strategy of the organisation.

In addition to the membership fee, we ask that our members:

- Commit to the promotion of mental health and wellbeing within their organisation
- Assign a senior sponsor and operational lead as primary contact for the CMHA HK
- Actively participate in the CMHA HK program of events, surveys and the Thriving at Work self assessment
- Be prepared to assist CMHA HK in the hosting of member events

Membership Fee: \$90,000 HKD per annum

We welcome the opportunity to discuss further and look forward to hearing from you.

“We appreciate the support we have received from CMHA HK so far. The advice and training provided by the team has helped tremendously in formulating and implementing our mental health policy and strategy. We look forward to the continued partnership with CMHA HK to help take our effort to the next level.”

SFC, CMHA HK Member

For more information, please email: info@cmhahk.org

Website: cmhahk.org

LinkedIn: [City Mental Health Alliance Hong Kong](https://www.linkedin.com/company/city-mental-health-alliance-hong-kong)



The City Mental Health Alliance Hong Kong is a collaborative venture founded by city businesses. Championed by senior leaders, the Alliance is business led and expert guided and aims to create a culture of good mental health for workers in Hong Kong, share best practice and increase mental health understanding.

This document is not and should not be considered as clinical advice or support. Anyone who may have a need for such support should seek professional advice.