



香港城市精神健康聯盟

**City Mental Health
Alliance** HK

**CREATE MENTALLY HEALTHY WORKPLACES
INSPIRE HEALTH CREATION IN BUSINESSES**



ANNUAL REPORT

2023/2024

in association with

MindForward
Alliance

CONTENTS

Message from the Chair.....	1
Message from the Managing Director.....	2
Our Members.....	3
Our Strategic Vision.....	4
CMHA HK 2023/2024 Activity.....	6
Research & Data.....	7
Resources.....	8
Training.....	9
Events.....	11
Communication & Thought Leadership.....	13
CMHA HK Board.....	15
Advisory Panel.....	16
Financials.....	17
Looking forward.....	19

WHO WE ARE

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 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



MESSAGE FROM THE CHAIR

The importance placed on ensuring workplace mental health has advanced with a steady momentum in recent years and is increasingly recognised by senior leaders as a key strategic business priority. As we move into our seventh year of operation, the City Mental Health Alliance Hong Kong (CMHA HK) continues to play an important role in championing workplace mental health within the Hong Kong business community.

In the past year, the CMHA HK has further refined our support to members of the Alliance and the wider business community, through an expanded training offering, bilingual resources, member and public events and specific workplace research. CMHA HK has continued to leverage the global network and resources of the MindForward Alliance to operate as part of a collaborative, business-led alliance, and we have also focused on localising our programme and resources to reflect the dynamic needs of the Hong Kong workforce.

I'm inspired by our members. They continue making further positive strides to create and maintain healthier and happier workplaces, as shown by the results of our annual Thriving at Work Assessments. As a member-led organisation, we deeply value their input and insights and rely on their participation to drive the strategic direction of the organisation.

We can do three things to help:

- First, enabling a group of committed senior leaders to commit to, and take practical steps towards, advancement of workplace mental health within their organisations.

- Second, empower employees across all levels in Hong Kong to drive this conversation forward. This starts with high quality mental health training, but is further accelerated through the creation of dedicated employee resource groups, activation of Mental Health First Aiders and an increased focus on creating psychologically safe workplaces where employees can thrive.
- Third, through our research, we provide a fact-based assessment of what is working, and what is not, in this city we all love.

It is our great pleasure to present the 2023/24 Annual Report, which provides a snapshot of the CMHA HK activities, initiatives and finances of the past financial year. I would like to extend my heartfelt thanks to my fellow Board members and our Advisory Panel for their continued dedication and support and, above all, a huge sense of gratitude to Ed Moncrieffe, who Chaired the CMHA HK with such passion and verve for the past 4 years, and whose big shoes I am now asked to try and fill. I would also like to express my sincere gratitude to the CMHA HK executive team for their hard work, passion and commitment to fulfil our mission.

Looking forward, I am confident that the Alliance will continue to grow and thrive to support both our members and the wider business community on our collective journey to create and foster more mentally healthy workplaces in Hong Kong.

Peter Reynolds
Chair, CMHA HK Board

MESSAGE FROM THE MANAGING DIRECTOR



In 2023/24, we continued our mission to create mentally healthy workplaces that inspire health creation by progressing our core programme areas of Research & Data, Training, Resources, Events, and Thought Leadership. The members of the Alliance continue to inspire us as they implement innovative solutions to workplace mental health challenges. Their willingness to share their experiences with other members of the Alliance allows all CMHA HK members to enhance their knowledge and grow expertise.

At the launch event of our bilingual public resource, the Parents' Toolkit, expert panellists shared their insights and perspectives on youth mental health and how to better support working parents in the workforce. For World Mental Health Day, we hosted our annual senior leader panel discussion, focussing on how to ensure mental health support is accessible to all employees. The event was open to members, community partners and non-members and provided a welcome opportunity to reconnect with the wider CMHA HK network.

This past year, we also released the revised CMHA HK Guide to Thriving at Work. The Guide remains a cornerstone document for all CMHA HK programmes and provides the framework for the Thriving at Work Assessment survey. Results from the 2023 survey showed that members are continuing to make positive progress in creating mentally healthy workplaces. Our thanks to members who completed this self-audit survey which enables them to assess their individual progress to foster a more mentally healthy environment for all employees and provides CMHA HK with valuable insights into how companies are shaping workplace practices.

At an industry level, we hosted a session with our legal members to delve into practical behavioural changes that can be implemented to alleviate workplace stress. Insights gathered from this interactive session informed the development of a new leadership training module. This innovative project brought together legal professionals from across levels and functions and allowed us to collaborate closely with our members to find new solutions.

I would like to express my immense gratitude to our members for their continued support and commitment to making the change they want to see; and to our Board Members for their active and insightful contributions.

We are sincerely grateful to Ed Moncreiffe, who stepped down as Board Chair in December 2023, for his unwavering support and guidance during his 5 years on the Board. I would like to thank Peter Reynolds who stepped seamlessly into the role of CMHA HK Board Chair, and I look forward to working closely with Peter and the Board to further our mission to raise awareness of workplace mental health across the business community in Hong Kong and support our member organisations.

Finally, I would like to extend my thanks to our Advisory Panel, Trainers and the CMHA HK Executive Team for their ongoing dedication, innovation and willingness to contribute to all areas of our work. The strong bonds we have established through working together over the last 7 years, give me confidence that CMHA HK will continue to play a critical role in driving the direction of workplace mental health in Hong Kong, and that we will continue to find new ways to support companies to create workplaces where employees can truly thrive.

Hilleke van Osch
Managing Director, CMHA HK

OUR 2023/24 MEMBERS

Our membership group comprises the following companies:



A&O SHEARMAN



BANK OF AMERICA



CLIFFORD
CHANCE



Goldman
Sachs



J.P.Morgan

KING & WOOD
MALLESONS
金杜律師事務所



Linklaters

MAYER | BROWN

Morgan Stanley



Schroders
施羅德投資



SLAUGHTER AND MAY/



In 2023-24 CMHA HK welcomed to the Alliance:



EVERY WORKPLACE WILL PROTECT, SUPPORT AND CREATE POSITIVE MENTAL HEALTH FOR THEIR PEOPLE.

STRATEGIC VISION 2022-2024

In 2021, we established our Key Business Objectives and Key Performance Indicators (KPIs) to guide our work practices. These led us to identify four Key Pillars which underpin our 2022-24 work streams allowing us to meet our Business Objectives and KPIs. This Annual Report sets out our 2023-24 work streams under these Key Pillars.

CMHA HK Business Objectives & KPIs

CMHA HK is a leading organisation on workplace mental health in Hong Kong

All member companies make demonstrable efforts towards excellence in workplace mental health

CMHA HK is a provider of high quality workplace mental health training in Hong Kong

CMHA HK plays a role in ensuring good mental health across the wider business community in Hong Kong

How do we hold ourselves accountable?



Our services remain relevant to member companies as evidenced by a 90% annual membership renewal rate.



75% of CMHA HK member companies contribute workplace insights and data by completing the Thriving at Work Assessment survey* and participating in the Employee Wellbeing Survey every two years.

*100% of companies completing the Thriving at Work Assessment reach at least the level of 'Committed' and 50% reach an overall level of 'Achieving'



Employee evaluation of our training consistently achieves a Net Promoter Score >40** Where possible, training is recognised for professional development by local professional bodies.

**a metric that measures the likelihood that the participants will recommend our training to someone they know



We provide resources in English and Chinese and make a wide selection publicly available through the CMHA HK website. We collaborate with likeminded organisations (locally and internationally) and participate in public events to extend the reach of our organisation.



CMHA HK KEY PILLARS: ADDRESSING OUR KPIs TO SUPPORT MEMBERS

1

Produce evidence-based research and data about the state of workplace mental health in Hong Kong

When CMHA HK was established in 2017 limited data existed about the mental health of employees in the Hong Kong professional services sector and little attention was paid to the impact of workplaces on employee wellbeing. CMHA HK and our members are proud to have been at the forefront of credible and impactful research to bring evidence and data to the Hong Kong business community. Throughout we have been guided by an Advisory Panel of experts in mental health, counselling, general practice and academia.

How this translates to our 2022-2024 strategy:

- Conduct a Thriving at Work Assessment survey enabling companies to track and benchmark their workplace mental health and wellbeing efforts
- Further refine the CMHA HK Guide to Thriving at Work
- Conduct bi-annual Employee Wellbeing surveys
- Produce a series of industry-specific research papers
- Create a suite of member-only How-to Guides providing guidance on the implementation of key initiatives in workplace mental health
- Launched our Insurance/EAP Project to meet member requests for information in this area

2

Support the development and implementation of workplace mental health strategies through education and practical recommendations to corporate stakeholders

Our training modules and resources are developed with input from members and mental health experts to address the needs of employees in corporate workplaces. We strive to educate and increase understanding, confidence and skills across the corporate workforce by offering training which supports leaders, managers, HR professionals and general employees.

How this translates to our 2022-2024 strategy:

- Create education modules suitable for all levels of an organisation to provide a comprehensive workplace mental health training program for companies
- Deliver the certified Mental Health First Aid (MHFA) course to companies (virtually and in-person)
- Offer training in English, Cantonese and Mandarin
- Conduct 1:1 review and strategy meetings with Operational and Senior Leaders to discuss their individual Thriving at Work Assessment report and provide practical recommendations on how the company can progress their workplace strategies

3

Bring together and share best practice among CMHA HK members

A key role for CMHA HK is to create opportunities which bring companies together to collaborate and share best practice within the HK Alliance, our global network, and the wider community. Our goal is to ensure that senior leaders of Hong Kong companies recognise that the topic of workplace mental health should be included on all boardroom agendas.

How this translates to our 2022-2024 strategy:

- Regularly host member-only and public events to facilitate sharing of strategies and initiatives that support and promote workplace mental health
- Present the work and objectives of CMHA HK at conferences and panels
- Publish case studies showcasing the achievements of CMHA HK members
- Collaborate with the CMHA / MindForward Alliance to share best practice across our global network
- Regularly share the latest updates, key events and topical research with members and the business community through newsletters and bulletins

4

Support the wider business community in Hong Kong

We aim to ensure that strategic initiatives undertaken by CMHA HK members are shared with the wider business community in Hong Kong to inform and build awareness of the importance of creating mentally healthy workplaces across all companies.

How this translates to our 2022-2024 strategy:

- Create relevant and timely resources and make these publicly available on the CMHA HK website
- Ensure we are relevant to the wider Hong Kong business community by making our key resources available in English and Chinese
- Provide thought leadership on topics related to workplace mental health
- Partner with likeminded organisations to extend the reach of our vision
- Work with industry bodies to initiate discussions on workplace mental health within their sector

ACTIVITY 2023 – 2024

A snapshot of our impact



Training delivered to 34 companies



108 training sessions delivered



2,053 employees trained



11 CMHA HK events held



14 mental health toolkits and resources created and shared



17% overall improvement in Thriving at Work Assessment scores



82% of CMHA HK members completed the Thriving at Work Assessment



1,322 subscribers to our newsletter

Key themes:



What follows is an overview of our key areas of work and the milestones achieved during the reporting period: 1 April 2023 to 31 March 2024.

Pillar 1 - Provide evidence-based research and data on the state of workplace mental health in Hong Kong

Research & Data

CMHA HK undertakes data collection and research activities which allow us to better understand the operation of the Hong Kong business community. We share these data reports with the wider business community to highlight the work being done by member organisations and to inspire other companies to consider advancing workplace mental health initiatives to support employees.

Thriving at Work Assessment

The 2023 CMHA HK Thriving at Work Assessment was released in April with reports sent to participating companies in June. 82% of member companies (23) completed the survey, of which 57% (13) scored above the CMHA HK average. The company reports provide detailed information on performance year on year and benchmark results against the CMHA HK average for the 2023 cohort of companies.

The executive team conducted consultation meetings with 11 member companies although all companies are offered this opportunity. These meetings give Operational Leads and Senior Sponsors the opportunity to discuss in greater detail the findings of the report with the CMHA HK team, examine any obstacles and discuss potential strategies and ways in which CMHA HK can continue to support them in the coming year.

In October, as part of World Mental Health Day, CMHA HK released a high-level analysis of this workplace mental health data from the Hong Kong corporate community. This annual research paper provides key insights into the aggregate data of the

CMHA HK Thriving at Work dataset. A copy of the research paper: **What remains to be done to support employee mental health in Hong Kong?** is publicly available on the CMHA HK website together with other CMHA HK research reports.



THRIVING AT WORK ASSESSMENT 2023 - KEY HIGHLIGHTS

- 82% of members (23 companies) completed the TAW Assessment survey
- 17% (4) companies reached Enhanced
- 48% (11) companies reached Excelling
- 30% (7) companies reached Achieving
- 79% had completed the Assessment in 2022
- 17% increase in scores year on year, 2022 to 2023



Standard 1B: Communicate your mental health at work strategy across the organisation

Effectively communicate your mental health at work strategy so that all employees are aware of your company's commitment to workplace mental health and wellbeing.

COMMITTED	ACHIEVING	EXCELLING	ENHANCED
<ul style="list-style-type: none">Communicate the mental health at work strategy to all employees and outline the support available for those who may need it.*Develop and make available, through various means, leaflets on health and wellbeing support provided by your company and information on ways of keeping healthy.**	<ul style="list-style-type: none">Provide mental health awareness sessions to all employees to raise awareness and improve understanding of mental health.Provide an internal and external narrative which aligns to your recruitment processes, employee competency frameworks and culture or values, potentially as part of a broader wellbeing plan.	<ul style="list-style-type: none">Use case studies and mental health champions or mentors, where appropriate, as role models to raise awareness and improve understanding of mental health and to promote relevant support mechanisms and strategies.Take communications about your mental health at work strategy to suit different audiences (e.g. senior management, HR, resource groups, employees) and align to their priorities.	<ul style="list-style-type: none">Make a public statement of your commitment to mental health, outlining what your company is doing in the area and how this fits into your organisation's overall strategy. This could include:<ul style="list-style-type: none">a statement outlining your company's commitment and mental health targets and reporting on progress in your Annual Report or other communications.acknowledgement of your company's commitment to company involvement and career interventions andmaking use of relevant indices and comparators to evaluate and report on your company's performance (e.g. annual participation in the CMHA HK Thriving at Work Assessment survey to benchmark your achievements).

Notes & Tips
For strategy implementation, consider leveraging local resources and external communications teams for the overarching message are consistent and repeated to enhance messaging.
* See the Appendix for resources to support strategy development, including the CMHA HK Guide to Creating a Mental Health at Work Strategy (member only). Consider the language of communication and ensure employees receive resources in culturally appropriate language, translated into local language wherever possible. CMHA HK employee factbooks are generally available in English and Traditional Chinese and our training is delivered in English, Cantonese and Mandarin.
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CMHA HK provides comprehensive toolkits, practical guides, factsheets and information to support companies in their efforts to improve workplace mental health. We strive to ensure that all our resources are relevant and appropriate to the Hong Kong and regional context.

2023/2024 Highlights



1 Revised Guide to Thriving at Work



1 How-to Guide



2 Toolkits



6 Factsheets



4 Articles

In the period covered by this report, CMHA HK produced 14 resources in response to the needs of our members. We are also focussing on creating more bilingual public resources to ensure that we reach the wider Hong Kong community.

We released a revised version of our cornerstone mental health strategy framework: the **CMHA HK Guide to Thriving at Work**, which reflects insights from our member workshops, advancements in global mental health, and the distinctive perspectives of Hong Kong workplaces to offer a current view of the shifting workplace mental health landscape. The new Guide adopts the three Strategic Pillars of the MindForward Alliance Global Thriving at Work framework, allowing companies to interpret their results against this broadly applicable model.

We also created and released the **Parents' Toolkit: Supporting the Mental Health of Children and Young People**. This comprehensive online resource provides extensive information on youth mental health, practical recommendations and links to external resources to help parents better support children experiencing mental health difficulties. The Toolkit was released as a public document in both Traditional Chinese and English, ensuring that it will be accessible to all parents and caregivers in Hong Kong.

Factsheets are public resources which highlight a range of topics under our key themes. This reporting year, we created six factsheets on a variety of topics, including:

- [Remote and hybrid working: top tips for employers and employees](#)
- [Leading with authenticity](#)
- [How language can help tackle mental health stigma in the workplace](#)

Finally, we produced four **summary articles** to capture the latest CMHA HK initiatives and key takeaways at CMHA HK and affiliate panel events, including for the:

- [Thriving at Work Assessment research report](#)
- [Legal Sector Challenge insights – practical behavioural changes](#)
- [Members' Gathering panel discussion summary](#)
- [World Mental Health Day 2023 Senior Leader Panel](#)



Training

The CMHA HK training program was originally developed out of a member identified need that effecting workplace change cannot happen without increasing employee mental health literacy. Our training modules continue to be inspired by requests from members for specific topics which can fill the gaps in employee understanding of mental health and provide skills for those wishing to play an active role in supporting employee wellbeing.



Training Strategy

In early 2024, CMHA HK launched a new parenting module to meet our members' request for more training sessions focused on specific life stages. This module looks at how the mental health of working parents can be better supported and how to achieve better work-life harmony. The session has been well received and has been delivered in both Chinese and English.

During this reporting period, the training team reviewed and revised our manager and general mental health training programs, to refresh the content and update the delivery style as we moved to more in-person training sessions post-Covid. The Manager module was enhanced to a three-hour training course to cover self-care, mental health literacy, recognising behavioural changes and initiating mental health conversations. Similarly, the general mental health training was made more interactive to give general employees the opportunity for small group discussion on mental health and strategies to combat workplace stress.

Our new leadership training module, developed with insights gained from consultation with our legal members, has been created to address the specific needs of our members. A pilot session of the new module was well received, and we gathered feedback

from senior leaders attending the session to further develop the training. It will form part of our revised training offering to be launched in late 2024.

We continue to deliver the Mental Health First Aid training to member and non-member organisations in English, Cantonese and Mandarin, both in-person and virtually.

Participant Experience

Training modules are consistently updated to include more interactive components and reflect ongoing research.

"Kimberly is a brilliant and amazing facilitator. I love the way the topic was presented in a simple, clear and easy to understand language."
- Northern Trust training participant

"I have started implementing what you taught in my daily life, not only in my personal and family life but also in my work, and it has truly made a difference." - Mental Health First Aid training participant



2023/2024 Highlights



23 modules



108 sessions delivered



34 companies trained



Training recommended by 82% of participants



2,053 participants



8.1 out of 10 training rating

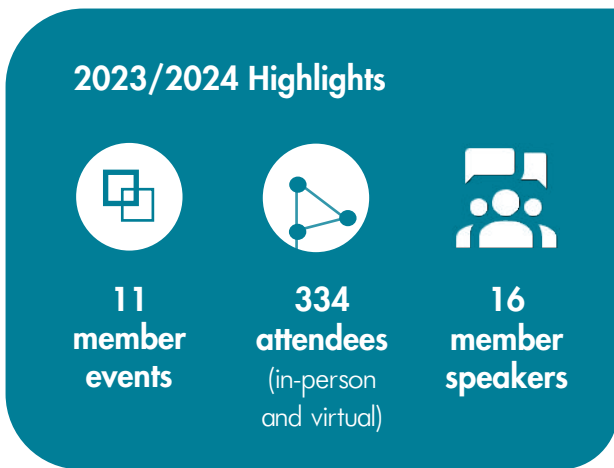
"Informative and valuable. Everything is well delivered."
- Schindlers training participant



"I appreciated all of the role plays/discussions we shared as a group. It was a good reminder for all of us to be more observant in our day to day life of our surroundings/people around us that may be going through challenging times." - Mental Health First Aid training participant

Events

Our events are designed to enable members, community partners and the wider corporate community to gain the knowledge, information and support they need to enable them to make sustainable positive changes in their workplaces. The CMHA HK events strategy includes member, affiliate and company events.



We organised 11 events in the past year to bring our members together to share best practice, hear from experts and discuss key topics. Two events were open to the public and the World Mental Health Day event included invited guests as well as member representatives. A few event highlights include:

- **Parents’ Toolkit Launch Panel Event:** We held a public in-person event to launch the Parents’ Toolkit: Supporting the Mental Health of Children and Young People. The discussion focused on mental health trends among young people in Hong Kong, practical tools for supporting youth mental health, and how employers can better support working parents.
- **Annual Members’ Gathering:** Members came together to network, share experiences and contribute to setting the future direction of CMHA HK. The event featured a panel discussion on “How can we effect real and sustainable change in the workplace?”
- **Legal Sector Innovation Challenge – Phase 2:** We hosted a session with our legal members to delve into practical behavioural changes that can be implemented to alleviate workplace stress. This innovative project brought together legal professionals from across levels and functions and allowed us to collaborate closely with our members to find new solutions.
- **Integrating Mental Health First Aiders and Maximising Impact (MIES):** The session focused on strategies to effectively engage, integrate, and maximise the impact of Mental Health First Aiders

(MHFAiders) within organisations. The event also introduced the “How-To Guide” designed to assist members in recruiting and mobilising MHFAiders.

- **Leading with Authenticity Panel:** The session explored the role of authenticity in leadership and its impact on fostering a mentally healthy workplace culture. Speakers explored how to cascade mentally healthy working practices, self-care and how to engage senior leaders to champion workplace mental health.
- **World Mental Health Day Panel:** The theme for this annual event was “Mental Health is a Universal Right”. The event featured a senior leader panel discussion on how Hong Kong companies can better support the mental health of all employees.
- **Fostering a Culture of Openness and Inclusivity (MIES):** This event focused on how to foster a culture of openness and inclusivity, which is Standard 3 of the CMHA HK Guide to Thriving at Work.
- **Annual General Meeting:** The AGM provides an opportunity for members to hear from the Board Chair and Managing Director the scope of work being conducted in the past year and our vision for the coming years.
- **Thriving at Work Guide Launch Webinar:** We hosted a webinar to launch the latest edition of the CMHA HK Guide to Thriving at Work. The 2024 edition includes revisions based on member workshops, global mental health advancements and insights from Hong Kong workplaces.
- **Best Practice Leadership Workshop:** CMHA HK hosted a leadership workshop: Elevating Leadership Through Behavioural Best Practices. The workshop provided senior leaders with insights on developing psychological safety, transparency, feedback, gratitude and recognition in the workplace.
- **Supporting Women’s Mental Health – Menopause (MIES):** This session was focused on supporting women’s mental health (menopause). It provided a platform for members to share and explore insights, policies and effective workplace strategies that support women during menopause.



“A great session and a great opportunity to learn from one another on World Mental Health Day. Thanks CMHA HK for giving us this platform to connect and collaborate for better mental health support for all.” - Kate Wood, Diversity, Equity & Inclusiveness Leader, Financial Services, Asia Pacific



Legal Sector Innovation Challenge 2023



Engaging and activating Mental Health First Aiders

Communication & Thought Leadership

As a membership-based organisation, the needs of members drive our operations. A key role of CMHA HK is to share lessons learned and ensure that companies and individuals are kept up to date with developments and new evidence on workplace mental health initiatives.

We do this by sharing among our own member organisations as well as presenting best-practice research, innovation and initiatives from external partners and agencies. Our aim is to further support and inspire workplace and community development.

To keep members informed and engaged, we circulate a monthly member email with information on upcoming events, new resources, key findings from our research, and developments in assessments and training. We also regularly share our news and resources with the business community via LinkedIn. Our website features a 'member-only' portal where we regularly post videos, event recordings and resources created specifically for members.

Affiliate Events and CMHA HK as Supporting Organisation

Since April 2023, we have both participated in and been a supporting organisation of external conferences, panels and events. Speaking on relevant topics to raise awareness on workplace mental health, CMHA HK aims to share with the wider community what we and our members have learned, ensuring that the lessons from experience and research are shared.

- The University of Hong Kong Business School programme on workplace wellness
- Mind HK 'Move it for Mental Health' Campaign
- The Weez Walk
- South China Morning Post Diversity, Equity and Inclusion Summit
- Community Business Awards
- Hong Kong Institute of Bankers' Annual Banking Conference
- HKU RIICH program for new graduate research
- Talking Mental walk

CMHA HK in the media

As part of our objective to raise awareness around workplace mental health, CMHA HK has been featured in the media and industry publications.



HONG KONG LAWYER
THE OFFICIAL JOURNAL OF THE LAW SOCIETY OF HONG KONG 香港律師會會刊



Newsletters and Bulletins

Our periodic newsletters and bulletins are distributed to a database of over 1300 subscribers. Each edition spotlights a key theme, including:

- Leading with Authenticity
- New CMHA HK Guide to Thriving at Work
- Parents' Toolkit: Supporting the Mental Health of Children and Young People

LinkedIn

Our LinkedIn page provides an additional channel to connect with the community and raise awareness of the importance of workplace mental health.

In the period covered by this report, we saw our LinkedIn page grow by 312 followers.

Lifestyle / Health & Wellness

'You are part of the solution': message to parents on mental health of their children as Hong Kong group launches toolkit of information and resources to help

- Many Hong Kong children struggled during the Covid-19 pandemic, and their well-being and mental health hit an all-time low in 2021 and 2022
- The City Mental Health Alliance Hong Kong offers a toolkit containing information and access to resources to help parents support their children's mental health

[Listen to this article](#)

Coronavirus pandemic [+ FOLLOW](#)

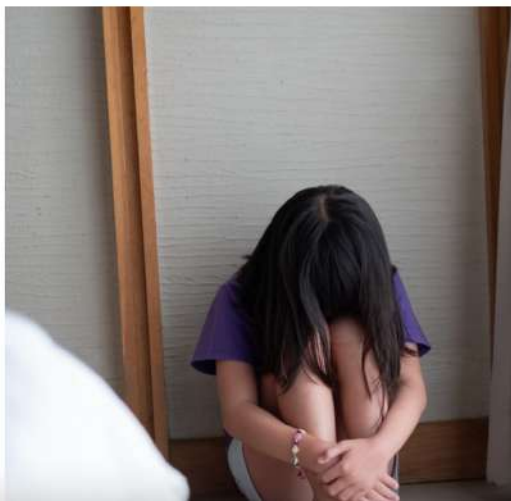


Kate Whitehead [+ FOLLOW](#)

Published: 7:15am, 4 Jul 2023

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April 2024 • PRACTICE SKILLS 實踐技能

PRACTICE SKILLS

實踐技能

Mental Health in the Legal Profession: Positive Behavioural Practices

By Cynthia Cheng, Strategy and Communications Director, City Mental Health Alliance



- relentless pressure to perform and deliver with efficiency and precision
- demanding billable targets and promotion metrics

The 2022 City Mental Health Alliance HK Mental Health and Wellbeing in the Workplace Survey of Hong Kong

 香港人力資源管理學會
Hong Kong Institute of Human Resource Management
Operated by Hong Kong Institute of Human Resource Management Limited

Tuesday 2 April 2024 Second Quarter-2024



INSIGHT



Safeguarding Mental Health: A Priority for Employee Well-being

CITY MENTAL HEALTH ALLIANCE HONG KONG

Key Takeaways

- Initiating conversations about mental health is essential to build perspective so the topic can be discussed openly instead of treating such issues with stigma.
- Mental health is one of the most stigmatised issues in the workplace. The HR function is in a prime position to help to break down barriers and create a safe and supportive environment for all employees, which paves the way to create solutions.
- Make regular well-being check-ins a standard practice across the organisation. While there is more to empathy than a quick "How are you doing?" check, there is nothing wrong with making that a good place to start.
- Whether it's a bad day or long-term mental health issues such as anxiety and depression—managers and team leaders need to know how to deal with these issues and get staff the help they need in a supportive and

Amid growing awareness of the importance of putting mental health at the centre of workforce well-being policies, City Mental Health Alliance Hong Kong highlights some of the factors that impact on employee mental health. Globally, according to the World Health Organization, an estimated

CMHA HK BOARD

Our Board is made up of representatives from across our group of member companies. It exists to drive the strategic direction of CMHA HK, ensuring that it continues to be member-led and supports the needs of Hong Kong businesses. This reporting period saw changes among our Board members as we welcomed Norbert Wong in October 2023; and Doni Shamshuddin and Sherry Cui in March 2024. Selene Chong joined us outside of this reporting period in June 2024, further expanding the representation of our membership and broadening the expertise among Board members.

We farewelled Ed Moncreiffe, who had been a dedicated and active Chair of the Board since 2020; we thank him for his continued contribution and support as a founding member of the CMHA HK Board. After more than 4 years as an active and passionate Board member, Peter Reynolds took over the role of Board Chair in December 2023. We look forward to working closely with Peter and the rest of the Board to drive the CMHA HK mission and vision. We are grateful to all our Board members for their dedication and constancy; and their support and enthusiasm for the work that we do.



Peter Reynolds - Board Chair

Partner Head of Greater China, Oliver Wyman



Nikki Williams

Managing Director, APAC HR & N. Asia Ops A&O Shearman



Jennifer Tam

Partner, Mayer Brown



Mark Saunders

ASPAC Head of Clients & Markets, Parter, KPMG



Norbert Wong

Chief Risk Officer, Hong Kong and Greater China & North Asia, Standard Chartered Bank



Peter Picton-Phillipps

Senior Partner, EY Greater China



Sherry Cui

Partner, Linklaters



Doni Shamsuddin

Chief Executive Officer, Asia Pacific BNY Mellon Investment Management



Selene Chong

Managing Director, Deputy Global Head of Equities & Head of Equities, Asia Pacific, HSBC

(Commencement June 2024)

ADVISORY PANEL

CMHA HK is member-led and expert guided. To achieve this, our work is reviewed and informed by professionals from a range of healthcare and other sectors to ensure our messaging and resources on mental health are factually accurate and appropriate for our audience. We are fortunate to have worked with a dedicated team of professionals who have been with us throughout the entire CMHA HK journey. The members of the Advisory Group span psychology, general medical practice, education and academic research and generously contribute their time and expertise. We are grateful for their support.



DR CHARLES BRANTLY

General Practitioner,
Central Health Medical
Practice



DR HANNAH REIDY

Clinical Psychologist
and CEO, Mind HK



DR SHARMEEN SHROFF

Founder and Clinical
Psychologist, Central
Minds Hong Kong



JONATHAN TENNANT

Director, Knowledge
Translation, The Black
Dog Institute Australia



DR OLGA (OLYA) ZAYTS

Professor, Centre for the
Humanities and Medicine,
University of Hong Kong



KIMBERLY HO

Counselor, Central
Health Medical
Practice



DR ZOË FORTUNE

Adjunct Assistant
Professor, University
of Hong Kong

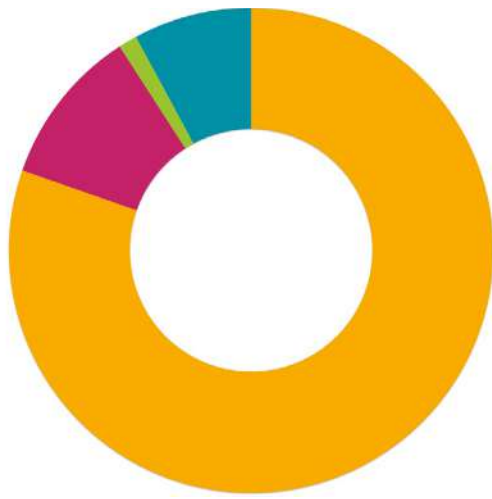
FINANCIALS

Our audited accounts for the period 1 April 2023 to 31 March 2024 are provided below.

City Mental Health Alliance Hong Kong Ltd.
Income Statement for the period 1 April 2023 - 31 March 2024

	HKD
Revenue	3,113,150
Cost of service	(1,500)
Gross profit	3,111,650
Other revenue	
Bank interest income	16,639
Sponsorship income	-
	16,639
Administrative and other operating expenses	
Audit fee	20,000
Bank fee	695
Business registration fee	2,150
Company secretarial fee	2,065
Consultancy fee*	2,150,094
Donation	36,225
Exchange loss	-
Office expenses	-
Online tools subscription	22,964
Printing and stationery	28,975
Rent	108,000
Sundry expenses	5,692
Taxation service fee	8,200
Trainers' fees	281,650
Travel - national	483
Website development fee	9,067
	(2,676,260)
Surplus before income tax	452,029
Income tax expense	(32,919)
Surplus for the period	419,110

*All CMHA HK staff are employed on contractor terms, hence staff costs are classified as Consultancy Fee.



Allocation of expenses

- Staff and contractors
- Office accommodation and resources
- Management and administration
- Trainer fees

City Mental Health Alliance Hong Kong Ltd. Statement of Financial Position at 31 March 2024

Current assets	HKD
Bank balances	2,824,246
Accounts receivable	80,550
Deposits	30,000
Income tax payable	-
	2,934,796
 Current liabilities	
Accruals and other payables	241,838
Unearned revenue	1,439,800
Income tax payable	15,768
	1,697,406
 Net assets	1,237,390
 Fund	
Accumulated fund	1,237,390

LOOKING FORWARD

The key objective for CMHA HK is to continue our active involvement with member companies and the broader Hong Kong business sector to advance our vision that every workplace will protect, support and create positive mental health for their people. To achieve this, our role will continue to be one of direct support for our members - through locally based research, events, training and culturally appropriate resources as informed by international best practice and tailored to the needs of the local Hong Kong business community.

Looking ahead, we aim to broaden the scope of our work to include advocacy to advance understanding and integration of workplace practices that support employee mental health; to establish co-creation platforms across various sectors and businesses; and facilitate increased opportunities for member-led exchange to continue to drive industry best-practice and embed positive workplace cultures.





香港城市精神健康聯盟

**City Mental Health
Alliance** HK

The City Mental Health Alliance Hong Kong (CMHA HK) 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 training, events, resources, research and practical support for companies wishing to create mentally healthy workplaces.

www.cmhahk.org

CONTACT

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

Website: cmhahk.org

LinkedIn: [City Mental Health Alliance Hong Kong](#)