



香港城市精神健康聯盟

**City Mental Health
Alliance** HK

ANNUAL REPORT

2024/25

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

in association with

MindForward
Alliance

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:

- are no longer stigmatised;
- are a boardroom priority; and
- are part of the solution to mental health issues faced globally.



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MESSAGE FROM THE CHAIR

I am pleased to report, as we come to the end of our 8th year, that City Mental Health Alliance Hong Kong (CMHA HK) goes from strength to strength, thanks to the tremendous efforts from the dedicated team, as well as the terrific engagement of members across the Alliance. Our members represent a large cross section of employers across Hong Kong—a city we all love—and I am constantly inspired by the stories of them championing mental health and tackling stigma on this most critical of issues for us all.

In this past year CMHA HK has continued to focus on three areas where we believe we can have the biggest impact:

1. *Bringing together a strong group of senior leaders committed to continually addressing and improving mental health across our organisations and more broadly in Hong Kong.*

We are committed to using these forums not just to discuss the problem, but to share practical and tangible ways to tackle it. I hope that all of you who attended any (or many!) of our over 10 events held this year, left with renewed enthusiasm and practical ways to address mental health challenges.

2. *Engaging with the broader community of employees across Hong Kong to destigmatise the discussion of mental health and equip a whole generation with the tools to tackle the challenge.*

Our members represent a substantial portion of major employers in Hong Kong, and our ability to engage employees across all levels is key to our success. We do that through a comprehensive syllabus of training, carefully tailored to the workplace. The impact of this high-quality mental health training 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.

3. *Practical research, tailored to Hong Kong, and toolkits to help organisations, based on what has worked for peers here in Hong Kong and across the world.*

Since inception, we have always sought to be fact-based, presenting an objective view of the challenges we face but also evidence-based ways that our members can address these challenges. This year we have continued with the Thriving at Work Assessment—and I'm pleased to report a 50% increase in the number of members reaching the 'Enhanced' level. This reflects a serious commitment from employers to destigmatise and address mental health in the workplace. In addition, we have been beneficiaries of, and contributors to, the broader global research and resources of the MindForward Alliance—providing us with a view on practices that we can borrow here in Hong Kong from other global markets.

This 2024/25 Annual Report provides a snapshot of the CMHA HK activities, initiatives and finances of the past financial year. As with every year, I would like to extend my heartfelt thanks to my fellow Board members and our Advisory Panel for their continued dedication and support. 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. It is a real privilege to be a small part of this excellent organisation.

Peter Reynolds
Chair, CMHA HK Board



MESSAGE FROM THE MANAGING DIRECTOR

During this reporting period CMHA HK continued to engage with Hong Kong member companies as they developed workplaces that support the mental health of employees. We do this through our core program areas of Research and Data, Training, Resources, Events, and Thought Leadership to share best practice—both global and local. CMHA HK members continue to inspire us as they implement innovative solutions to workplace mental health challenges. Their willingness to share their experiences across the Alliance allows all our member companies to increase their understanding and build expertise.

The launch event of our bilingual public resource, the Caring for Carers Toolkit, brought together expert panelists to share insights on the pressures faced by employees with caring responsibilities; for elderly parents, children and those with special needs or illness, highlighting how companies can better support them. To mark International Women's Day, we were joined by senior Leaders from HSBC, Schroders, JSM and The Women's Foundation for a panel discussion and personal sharing on how women can be better supported to move into leadership roles.

Our World Mental Health Day event was hosted by SFC and provided a forum to learn from two academics from the University of Hong Kong. Dr Bonnie Hayden-Cheng shared insights from her research on kindness in leadership, and Dr Olga Zayts described the support needed by new graduates to successfully transition to the workplace. Representatives from member companies, community partners and non-member organisations attended, providing an opportunity to connect and network across the HK business community.

In April we released our revised Thriving at Work Assessment survey based on the updated CMHA HK Guide to Thriving at Work. The new survey provides companies with clear insights on their performance against the standards and initiatives of three strategic pillars of the new Guide. Results from the 2024 survey showed

a significant increase across all levels of achievement with 26% of companies reaching the highest level of Enhanced. We're grateful to members for completing the self-assessment survey which also provides CMHA HK with valuable insights into how companies are shaping workplace practices.

I remain inspired by our members for their commitment to addressing workplace change, and I thank them for their continued support for CMHA HK and participation in the work of the Alliance. During this reporting period, we expanded our membership to include legal firm Simmons & Simmons, FWD insurance and CLP Holdings, increasing to 29 our member companies.

The Board and Executive team strategic planning session, held in May 2024 and facilitated by Oliver Wyman, provided an opportunity to gather new ideas and set directions for the coming year. I thank Peter Reynolds, our Board Chair, and all Board Directors for their engagement, their willingness to raise awareness of workplace mental health across the Hong Kong business community, and their support for member organisations.

Finally, I would like to extend my thanks to the members of our Advisory Panel, our trainers, and my colleagues in the CMHA HK Executive team for their dedication, innovation and willingness to contribute to all areas of our work. The strong bonds we have established through working together over the last 8 years, give me confidence that CMHA HK will continue to play an important role to drive workplace mental health in a positive direction in Hong Kong, creating innovative ways to support companies to create workplaces where employees can truly thrive.

Hilleke van Osch
Managing Director, CMHA HK

OUR 2024/25 MEMBERS

Our membership group comprises:



A&O SHEARMAN



BANK OF AMERICA



CLIFFORD
CHANCE



Goldman
Sachs



KING & WOOD
MALLESONS
金杜律师事务所



Linklaters

Morgan Stanley



OLIVER WYMAN



Schroders
施羅德投資



SLAUGHTER AND MAY



In 2024/25 CMHA HK welcomed to the Alliance:



FWD
insurance

+simmons
simmons

STRATEGIC VISION



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

CMHA HK is guided by our Key Business Objectives and Key Performance Indicators (KPIs) in all our work practices. The four Key Pillars which underpin our work streams enable us to meet our Business Objectives and KPIs. This Annual Report sets out our 2024/25 work streams under these Key Pillars.

CMHA HK Business Objectives & KPIs



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.

Employee evaluation of our training consistently achieves a Net Promoter Score >40*
CMHA HK is consistently engaged by non-member companies to deliver workplace mental health training to their employees.

*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 of these resources publicly available through the CMHA HK website. We collaborate with like-minded 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 business strategy:

- Conduct a bi-annual Thriving at Work Assessment survey enabling companies to track and benchmark their workplace mental health and wellbeing efforts
- Promote the CMHA HK Guide to Thriving at Work
- Conduct bi-annual Employee Mental Wellbeing surveys to monitor the wellbeing of employees in the business sector
- 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
- Launch 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 business 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 one-to-one 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 business 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 CMHAA/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 business 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 like-minded organisations to extend the reach of our vision
- Work with industry bodies to initiate discussions on workplace mental health within their sector

ACTIVITY 2024/25

A snapshot of our impact



2,710
employees trained



118 training
sessions delivered



385 hours of
training delivered



10 CMHA HK
events held



10 resources
created



50% increase in companies reaching
Enhanced in the Thriving at Work Assessment



1,445 subscribers to
our Quarterly Bulletin

Key themes:

CAREER
AND LIFE
STAGES

MENTAL
HEALTH
CHAMPIONS

SUPPORTING
LEADERSHIP

ADDRESSING
STIGMA

MINDFUL
MANAGEMENT

What follows is an overview of our key areas of work and the milestones achieved during the reporting period: 1 April 2024 to 31 March 2025.

Research & Data

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

Thriving at Work Assessment

The 2024 CMHA HK Thriving at Work Assessment was released in April with reports sent to participating companies in August. 92% of member companies (24) completed the survey of which 50% (13) scored above the CMHA HK average. The company reports provide detailed information on performance year over year and benchmarks their results against the CMHA HK average for the 2024 cohort of companies.

The 2024 survey used a revised format to reflect the updated **2024 CMHA HK Guide to Thriving at Work**, introducing three Strategic Pillars and 10 Standards which was released in February 2024. The new format allows us to provide scores for each Strategic Pillar, as well as each Standard, and the greater detail in the initiatives makes responses to the survey more specific with greater scope for companies to share what they have achieved.

During the 2024 CMHA HK Board and Team Strategy session, it was decided to offer the Thriving at Work Assessment survey bi-annually, with the Employee Mental Health survey conducted in alternate years. This change has been well received by participating companies, some of whom had already opted to undertake the Assessment survey every second year rather than annually.

The Executive team held a one-to-one consultation meeting with 19 member companies although all companies are offered this opportunity. These meetings give Operational Leads and Senior Sponsors the opportunity to discuss in more 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 2024, 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 based on the aggregate data of the CMHA HK Thriving at Work dataset. For 2024 we turned our attention to the innovative approaches CMHA HK member companies were implementing to achieve their workplace mental health objectives. A copy of the research paper: **Workplace Mental Health: Best Practice initiatives from HK companies** is publicly available on the CMHA HK website together with other CMHA HK research reports.



THRIVING AT WORK ASSESSMENT 2024 – KEY HIGHLIGHTS

- **92% of members (24 companies) completed the Assessment survey**
- **26% (6) companies reached Enhanced**
- **42% (10) companies reached Excelling**
- **29% (7) companies reached Achieving**



CMHA HK
GUIDE TO
THRIVING
AT WORK

Resources

CMHA HK provides comprehensive toolkits, practical guides, resources and information to support companies in their efforts to improve mental health in the workplace. We strive to ensure that all our resources are relevant and appropriate to the Hong Kong and regional context.

2024/25 Highlights



1 Toolkit



1 How-to Guide



2 Articles



6 Fact sheets

We developed and released the **Caring for Carers: A toolkit to Support the Mental Health of Caregivers**.

This comprehensive online resource provides an overview of informal caregiving in Hong Kong, signposts to further information from trusted sources, and provides practical tips for employers to better support caregiving employees. The toolkit was released as a public document in both Traditional Chinese and English, ensuring it will be accessible to all caregivers in Hong Kong.

A **How-to Guide** on raising mental health awareness for World Mental Health Day 2024 was created to share ideas and practical strategies for promoting the initiative in the workplace.

Two summary **articles** were created: one to highlight the Thriving at Work Results for 2024 and another to summarise our May Member Sharing event: Wellbeing in the Workplace: Success Stories from CMHA HK Members.

Finally, **fact sheets** are public resources which spotlight different topics under our key themes. This reporting year, we created six fact sheets covering a variety of topics:

- Sleep Tips
- Return to Work After Mental Ill-health
- Language and Stigma
- Men's Mental Health
- Psychological Safety
- Remote Working



Training

The CMHA HK training program was developed in response to the need identified by member companies that successful implementation of workplace change requires a good level of mental health literacy across the employee group. We continue to develop training modules in response to member requests for topics that address the gaps in mental health understanding among their employees and to provide particular skills for employees actively supporting the mental health and wellbeing of their colleagues, such as managers and mental health champions.

Training Strategy

During this reporting period we commenced a review of our training modules with the support of Dr Esslin Terrighena. This external review enabled us to create greater synergy across the modules and removing any duplication that had developed through past edits. This process has been particularly beneficial for the manager training series, ensuring these modules build on each other whilst avoiding duplication, to ensure greater engagement so that they can develop the skills required to foster mentally healthy teams whilst supporting their own mental health and well-being.

To ensure participants retain the learning from our modules, we've created a summary handout for each training module, which is shared with employees following their participation in a training. Our aim is to highlight the key points of what was covered in the module and provide links to well-being exercises, breathing, meditation etc. that can be referred to following the training session.

Our review of training modules also aimed to increase cohesion between our training modules for general employees. This enables companies to put together a company training program for all employees and potentially combine CMHA HK training with other mental health activities the company provides for their employees.

Throughout the reporting period, CMHA HK has continued to deliver Mental Health First Aid training, including the cross-company sessions coordinated through Standard Chartered Bank.

All our training can be delivered in English, Cantonese or Mandarin; either in-person, virtually or hybrid. For all training sessions we will modify the training deck to include information about the company's mental health resources in order to encourage greater awareness and utilisation of these resources among employees.

"I believe the training was very helpful in managing stress in the workplace"

- Participant in Managing Stress training session

"It was a great experience to know how I can manage my emotions and to distinguish what I can and cannot control in my life to make my experiences better"

- Participant in Managing Stress training session



Participant Experience

CMHA HK training draws on world best practice and the latest research and insights into mental health particularly as this relates workplaces and employees in our region.

2024/25 Highlights



22 modules



118 sessions delivered



29 companies trained



2,710 participants



8.3 out of 10 participants would recommend our training to colleagues or contacts



Feedback score of 8.3 out of 10

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.

2024/25 Highlights



10 member
events



11 member
speakers



358 total
attendees

We organised a total of 10 CMHA HK 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 included invited guests, as well as member representatives.



Psychological Safety Panel

In April, we held a leadership event focused on psychological safety. The event was hosted by HKEX and featured a panel discussion moderated by CMHA HK Board Chair Peter Reynolds which explored the importance of creating psychologically safe workplaces and practical strategies to foster a more productive, inclusive and supportive work culture.



Psychological Safety Panel

Member Sharing: Return to Work after a Period of Mental Ill-health

Our May Member Sharing focused on returning to work after a period of mental ill-health. We were joined by Mind HK and one of their Mental Health Ambassadors who shared his lived experience. After the talk, members came together to brainstorm on practical ideas to help support employees in the workplace.

Caring for Carers: Toolkit Launch

This public event highlighted the launch of our bilingual public toolkit. The event featured a panel discussion moderated by CMHA HK Board member, Mark Saunders, where expert speakers shared information, tips and strategies for supporting the mental health of caregivers, as well as how employers can help support caregivers further.





Mental Health First Aider: Gatherings in Cantonese and English

Over the summer, we held two Mental Health First Aider Gatherings, one in English and one in Cantonese. These sessions, hosted by Standard Chartered Bank, were available for anyone who had been trained in MHFA by CMHA HK. The sessions brought these employees together to provide an opportunity to connect, discuss challenges and successes, and to participate in a mini MHFA refresher on the topic from CMHA HK trainers.



Mental Health First Aider: Gatherings in Cantonese and English

Annual Members' Gathering and World Mental Health Day

The theme for WMHD 2024 was 'It is Time to Prioritise Mental Health in the Workplace'. The event was held as our Annual Member's Gathering, and featured a panel moderated by CMHA HK Board member Selene Chong, and an opening address by our Board Chair, Peter Reynolds.



Annual Members' Gathering and World Mental Health Day

Annual General Meeting

The AGM provided an opportunity for members to hear from the Board Chair and Managing Director the scope of work being conducted over the past year and our vision for the coming years. Members could raise concerns and ask questions of both Board members and the Executive Team.

CMHA HK Training Program Webinar

To highlight the revamped CMHA HK Training Program, we hosted a webinar in January to present the updated and new training modules, provide insight on the training program outline, and answer any questions that members may have.

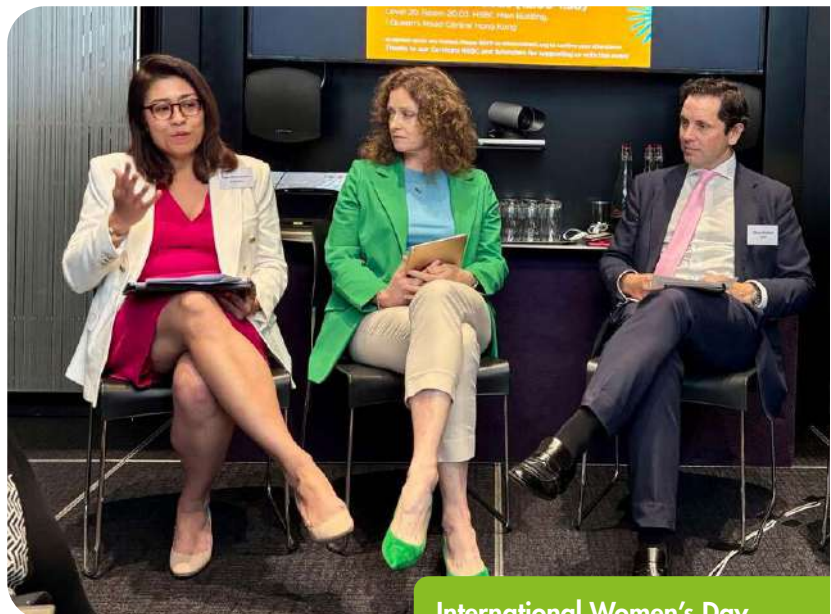
Member Sharing: Enhance the Impact of Mental Health Resources

Our February Member Sharing focused on how to enhance the impact of mental health resources in the workplace. This session provided an opportunity for open discussion and collaboration among member company participants, with the aim of sharing strategies that have created greater engagement with resources.



International Women's Day:

This panel event, hosted at HSBC, saw speakers share insights on the evolving landscape of women in leadership, the challenges that remain, and how organisations can create more inclusive, supportive, and equitable workplaces. The discussion also touched on practical ways to support career growth, mentorship, and well-being, ensuring that women at all levels have the opportunities and support they need to thrive.



International Women's Day

Communication & Thought Leadership

As a membership-based organisation, the needs of members drive our operations. A key role of the 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 latest news and resources with the business community via LinkedIn. The CMHA HK website features a 'members-only' portal, where we regularly post videos, event recordings and resources created specifically for members.



Affiliate Events and CMHA HK as Supporting Organisation

This year 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.

- HKU Business School, Masters of Global Management program: delivered a lecture on “Workplace Wellness” to students
- Mind HK: Move it for Mental Health (supporting organisation)
- Weez Walk (participant and supporting organisation)
- Mercer Marsh Benefits: “Investing in your people, protecting your business” (Panelist)
- HK Retirement Scheme Association (HKRSA): employer support to prepare employee for retirement, mental health focus (speaker)
- HK Council of Social Services: Research and Advocacy Conference: co-presented break-out session on Transforming Mental Health Through Member Input and Data (in Cantonese)
- SCMP: Diversity, Equity and Inclusion Summit (supporting organisation)
- Mercer Marsh Benefits: Health on Demand forum (judging panel for best practice awards)
- Hong Kong Institute of Bankers’ Annual Banking Conference (supporting organisation)

Newsletters and Bulletins

Our quarterly Bulletins are distributed to a database of over 1,445 subscribers, an increase of 11% over the course of this reporting period. Each edition of the Bulletin spotlights a key theme, including:

- Highlighting the MindForward Alliance Global Conference
- Launch of the Caring for Carers Tool kit: Supporting the Mental Health of Employee Caregivers, with access to a video of the panel discussion
- World Mental Health Day and Insights from the Thriving at Work Assessments

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 198 followers.



CMHA HK BOARD

Our Board comprises representatives from our member companies and exists to drive the strategic direction of CMHA HK, ensuring we remain member-led and supportive of the needs of Hong Kong businesses.

Peter Reynolds continued in the role of Board Chair from December 2023, and we welcomed Selene Chong as a new Board Director in June 2024, expanding the representation of our membership and broadening the expertise among Board members. We are grateful to all our Board members for their dedication and constancy and their support and enthusiasm for the work of CMHA HK.

As Board members have a maximum tenure of 6 years, we will call for interest among the leaders of our member companies to appoint new Directors to the Board when two of our current Board members step down at the end of 2025.



Peter Reynolds - Board Chair
Group Chief Strategic Development Officer, FWD Group



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



Jennifer Tam
Partner, Johnson Stokes & Master



Mark Saunders
ASPAC Head of Clients & Markets, 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 Investments



Selene Chong
HSBC (currently on sabbatical)

As at 31 March 2025

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 Candice Powell
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



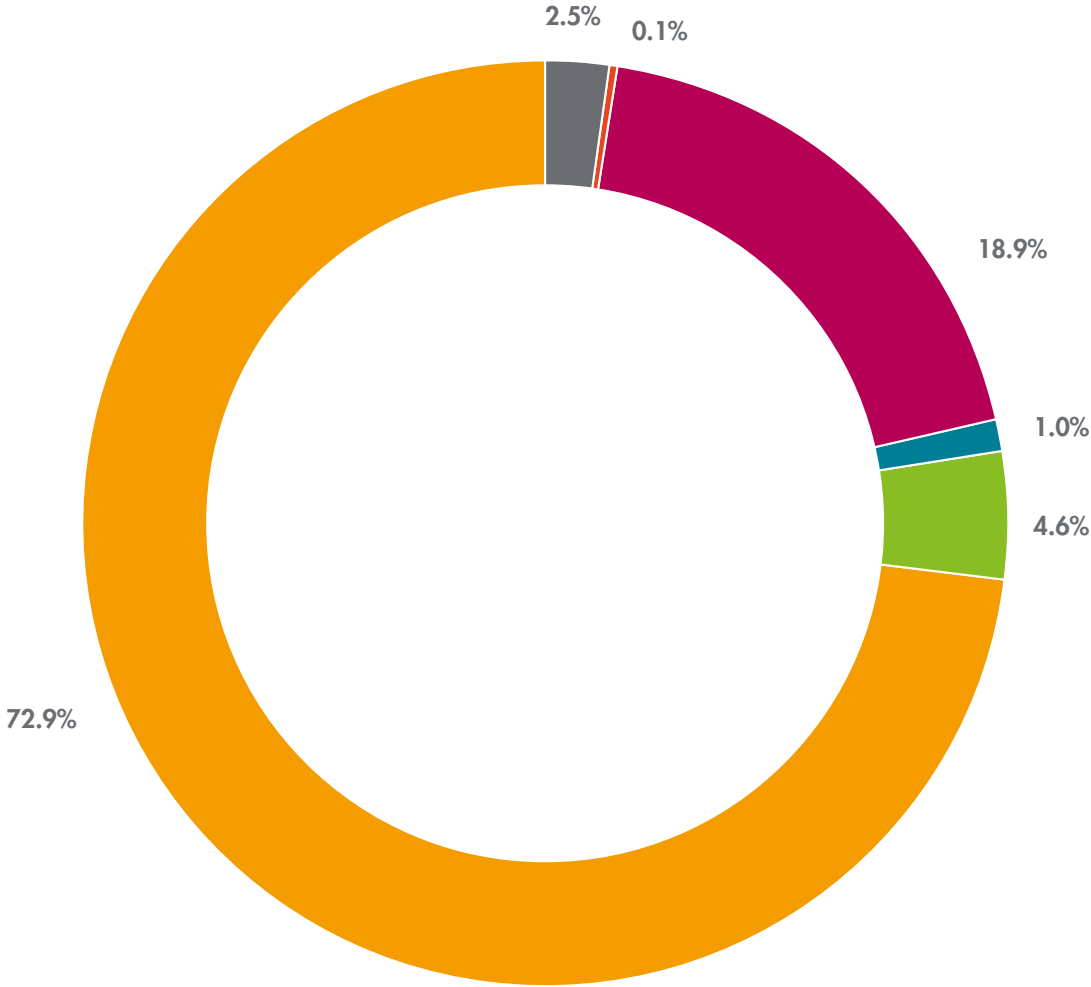
Kimberly Ho
Counselor, Central Health
Medical Practice



Dr Zoë Fortune
Adjunct Assistant Professor,
University of Hong Kong

FINANCIALS

2024/25 ALLOCATION OF EXPENSES



KEY

- Research
- Training
- Events
- Operations
- Staffing
- Audit/Tax

CITY MENTAL HEALTH ALLIANCE HONG KONG LIMITED

STATEMENT OF FINANCIAL POSITION AT 31 MARCH 2025

	2025 HK\$
Current assets	
Bank balances	3,651,831
Accounts receivables	187,250
Deposits	30,000
	<u>3,869,081</u>
Current liabilities	
Accruals and other payables	276,190
Unearned revenue	1,625,800
Income tax payable	24,482
	<u>1,926,472</u>
Net assets	<u>1,942,609</u>
Fund	
Accumulated fund	<u>1,942,609</u>

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.





*“Very good training,
and the video was
also interesting
and impactful.”*

Participant in Managing Stress training session

*“The mindfulness
exercise was useful
in relieving stress”*

Participant in Managing Stress training session



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](#)