



香港城市精神健康聯盟

City Mental Health
Alliance HK

ANNUAL REPORT

2021/2022

CREATE MENTALLY HEALTHY WORKPLACES
INSPIRE HEALTH CREATION IN BUSINESSES

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 2021/2022 Activity.....	6
Research & Data.....	8
Resources.....	9
Training.....	10
Events.....	12
Communication & Thought Leadership.....	14
CMHA HK Board.....	15
Advisory Panel.....	16
Financials.....	18
Looking forward.....	20

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

Now into our fifth year of operations, the City Mental Health Alliance Hong Kong (CMHA HK) continues to play a critical role in driving the subject of workplace mental health both locally and on an international platform. Our fundamental mission remains to help employers support the mental health and wellbeing of their employees. As many parts of the world opened up their economies and their borders in 2021, and as the quarantine regime steadfastly remained in Hong Kong, this mission has never been more important. It is thus reassuring to see the advances that our member companies continue to make in building and promoting healthier, happier workplaces.

As evidenced in the results of our Thriving at Work Assessments, the impact that senior leaders can have across their organisations by creating a 'speak up' culture on mental health can be substantial. Increasingly we see the sharing of personal stories and experiences being a catalyst for wider, normalised discussion, reducing stigma, increasing awareness, empowering employee resource groups and enabling positive policy and process change from the ground-up. We also see continued progress in the provision of mental health training time and resources to people managers, and increasing recognition of mental health as a Boardroom priority and as an integral driver of our members' Social objectives within their wider ESG aspirations.

Throughout 2021, the CMHA movement has continued to gather momentum around the world. Australia, India and Singapore have followed in Hong Kong's footsteps by establishing local chapters. To answer the demand for a wider and more harmonised approach to workplace mental health from a number of multinational members, a new global membership organisation, MindForward Alliance was launched in early 2022 with the aim of

accelerating societal change globally. Being a part of this network allows CMHA HK to share best practice across borders and learn from our global peers. Nonetheless, we are a member-led organisation and our core purpose remains to serve the needs of our Hong Kong members. Over the past three years Hong Kong employees have been mentally tested unlike any other city on earth. We should not discount the aggregated emotional impacts that the social unrest, the pandemic, the home schooling, the closed borders, the quarantining, and the various degrees of testing, have had on our colleagues, our managers and our staff. We will continue to work as closely as possible with our members to mitigate these impacts and help companies improve their people risk agendas.

It is with great pleasure that we present the 2021/22 Annual Report which documents the activities, initiatives and finances for CMHA HK over the past 12 months. I would like to thank and acknowledge the support and contributions of the members of the Board and the Advisory Panel. And I would particularly like to express my sincere gratitude to the CMHA HK executive team that has been expertly led by Hannah McLeod. The following pages provide just a brief snapshot of the many hours, days and weeks of work that they collectively put into serving the organisation and its members. As Hannah migrates to exciting pastures new, I am delighted to announce Hilleke van Osch as our Managing Director designate, and I am confident that CMHA HK will continue to thrive as do the workplaces of our members.

Edward Moncreiffe
Chair, CMHA HK Board



MESSAGE FROM THE MANAGING DIRECTOR

The CMHA HK vision that every workplace will protect, support and create positive mental health for their people is more important than ever as we continue to live through these unprecedented times. The topic of mental health in the workplace continues to gain traction since the beginning of the pandemic and is increasingly seen on Board agendas and recognised as a strategic business issue.

As CMHA HK moves into our fifth year of operation, more organisations are joining the Alliance to share best practice and play an active role in advancing the CMHA HK vision within Hong Kong and across the Asia region. We were delighted to have welcomed seven new members this financial year, taking our total number of member companies to 29. As a non-profit organisation, relying on membership fees to maintain stable operations, the current membership base has enabled us to expand our resources and welcome two new part-time team members.

The 2020/21 Annual Report established our strategic direction for 2021 and beyond (see graphic p.4) and we have continued to deliver against our Key Performance Indicators (KPIs). This 2021/22 Annual Report outlines our work program over the past 12 months and I would like to take this opportunity to highlight a few proud 'firsts' for CMHA HK. In no particular order (more detail later in the report):

- We held a C-Suite event focussing on the Finance Industry, which was attended by over 20 Senior Leaders and explored the topic of mental health as a key element of operational resiliency in the Hong Kong finance industry
- We released a research report, which, for the first time analysed data from the CMHA HK member cohort Thriving at Work Assessment surveys. We were able to report that Covid-19 had acted as a key change driver, accelerating progress in numerous employee wellbeing initiatives including flexible work arrangements, mental health awareness and addressing unhealthy workplace risks
- In response to member requests, we established internal capacity to offer the 12-hour accredited Mental Health First Aid training course and delivered our first training in late 2021
- We began translating our key documents into Traditional and Simplified Chinese to ensure our resources are accessible to all members of the Hong Kong business community

I would like to thank our Advisory Panel, Board Chair and Members for their support and encouragement. I would also like to thank our members for making such a positive contribution and being open to collaborating, sharing best practice and leading the way in this important area. Finally, my sincere gratitude goes to the CMHA HK team who work tirelessly with an incredibly high standard to deliver a program of activity - always with a smile on their face. As I relocate to Australia and embark on a new chapter, I wish the Alliance and Team nothing but the best.

Hannah McLeod
Managing Director, CMHA HK



OUR 2021/22 MEMBERS

Our membership group comprises the following companies:

ALLEN & OVERY



BANK OF AMERICA



CLIFFORD
CHANCE



Goldman
Sachs

HKEX
香港交易所



J.P.Morgan

Linklaters

MAYER | BROWN

Morgan Stanley

OLIVER WYMAN



SLAUGHTER AND MAY/

WELLINGTON
MANAGEMENT®

In 2021-22 CMHA HK welcomed the below companies to the Alliance:

AON



KING & WOOD
MALLESONS
金杜律師事務所



Schroders
施羅德投資





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 2021-22 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 they will recommend our training to someone they know

We provide resources in English and Chinese (Traditional and Simplified) 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 an annual 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
- Continue our Early in Careers work stream to tackle a recognised area of workplace stress
- Conduct bi-annual Employee Wellbeing surveys
- Produce a series of industry-specific C-Suite 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 CMHA 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 publically 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 (Traditional and Simplified)
- 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 2021 – 2022

A snapshot of our impact



2,500 employees trained



98.5 hours of training delivered (24 hours MHFA)



26 companies trained



26 events held



14 resources created



16.8% overall improvement in Thriving at Work Assessment scores



28 C-Suite leaders from the finance industry brought together



993 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 2021 to 31 March 2022.

Supporting HK organisations during uncertain circumstances

In the past year, CMHA HK has continued to adapt to the unique business and workplace climate in light of the uncertainties brought about by Covid-19. In response to the needs of the wider community and of our members, we produced four factsheets and worked with experts to provide accessible tips and guidance on topics ranging from home schooling to improving sleep, and managing uncertainty.

In February/March 2022, Hong Kong experienced a peak in Covid-19 cases that was subsequently referred to as the 5th wave. CMHA HK member companies sought to access clear information for their employees to support them during this time of uncertainty. To meet this need, CMHA HK produced a comprehensive bilingual factsheet with practical tips for employers and employees to help them find ways to support their mental health through these unprecedented circumstances, including during quarantine. We delivered training modules to both member and non-member

companies, and created a new module designed specifically to deal with the stressful impact of the pandemic on employees and their families.

To provide additional information to our members in a format that could be widely shared with employees, CMHA HK trainers and qualified mental health professionals recorded two short bilingual videos entitled **'Building Mental Health During Uncertain Times.'** To date, the clips have collectively received over 350 views.



SUPPORTING EMPLOYEE WELLBEING IN UNCERTAIN TIMES

As we enter into the third year of the pandemic, employees and employers are continuing to navigate these uncertain times. Covid-19 restrictions are requiring employees to juggle their work and life commitments in a variety of circumstances. These could include working from home, working during lockdown, isolation or quarantining in Hong Kong in a home, apartment, hotel or office.

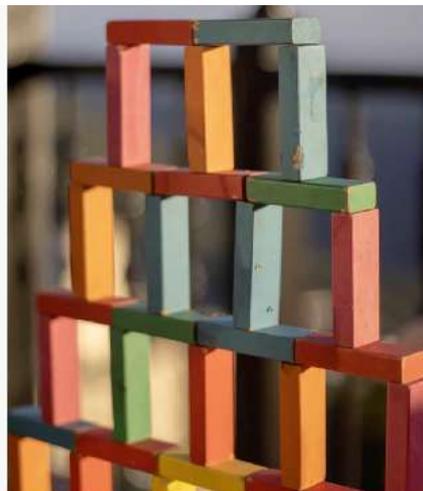
This factsheet aims to provide practical tips to employers and employees to better support their mental health and wellbeing during these unprecedented circumstances.

HUMAN BEINGS ARE HARD WIRED TO HATE UNCERTAINTY.

We're naturally programmed to want to be in control. It's evolutionary - we crave to live and work safely. Our brain panics in unpredictable, negative outcomes over an uncertain one. Unfortunately, we need to focus on things and energy into things that are completely out of our control (like the pandemic), so we continue to feel helpless when often negative stress and anxiety levels.

If we can't control things, it's important to focus on things that are within our control. We give ourselves a sense of agency and feel more in control, so this is where we need to focus our time and energy.

Dr. Sharmeen Shreffl, Clinical Psychologist and Director at Central Minds



HOW TO MANAGE STRESS: 5 THINGS TO TRY

- 1. Focus on serial mono-tasking:** studies have shown that multitasking makes us less efficient. Instead, assign blocks of time to focus on specific tasks.
- 2. Take detachment breaks:** step away from your work at least every 90 minutes to regain focus, restore energy and creativity.
- 3. Practise mental agility:** approach situations with greater flexibility by stepping back, pausing and reflecting to identify options, change your perspective and then respond.
- 4. Cultivate compassion:** for yourself and others - this increases happiness and reduces stress.
- 5. Move mindfully:** breathe, laugh, smile (even if you don't feel like it!), move and relax your body.

TIPS FOR BUILDING PERSONAL RESILIENCE

HOW TO MANAGE STRESS: 5 THINGS TO TRY

- 1. Focus on serial mono-tasking:** studies have shown that multitasking makes us less efficient. Instead, assign blocks of time to focus on specific tasks.



Dear CMHA HK Members,

We hope you are all safe and well during this time. Please find below a roundup of our latest

Covid resources which provide practical tips, tools and guidance on how to better support mental health

and wellbeing during the pandemic. As always, please reach out to the [team](#) if we can support you.



Research & Data

We strive to ensure that our work is guided by data and evidence. To drive effective change it is important to understand the efforts made by employers as well as the experience of employees so that workplaces can create environments that are supportive to good mental health and help to reduce the stigma associated with mental ill-health.

Thriving at Work Assessment

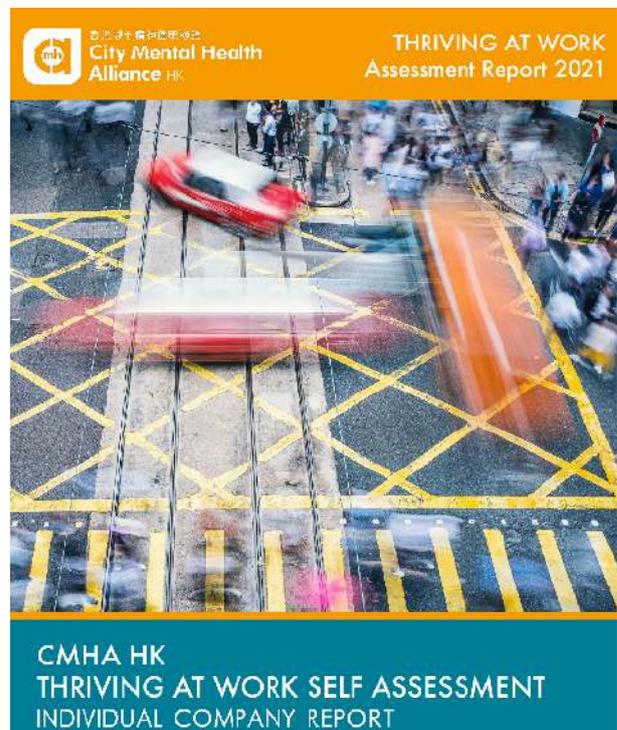
The 2021 Thriving at Work Assessment was completed by 18 member companies, providing CMHA HK with insightful data on how companies were modifying operations in response to Covid-19. To highlight workplace mental health on World Mental Health Day 2021, CMHA HK released an opinion piece based on analysis of key data from the assessment survey. The data showed that CMHA HK member companies were making clear progress to implement employee wellbeing policies with participating companies increasing their scores by 20% from their 2019 assessment.

Insights from the data

CMHA HK offered 1:1 strategy meetings with all companies to review their individual report, share best practice information and advise on ways they can advance their workplace strategy. Companies identified Covid-19 as a key change driver, accelerating progress in a number of employee wellbeing initiatives. This was evidenced by the 40% increase in flexible working arrangements, mental health awareness resources, and the focus on addressing unhealthy workplace risks from the 2019 results. Companies in the top 10% agreed that support from senior leaders and their engagement with the workplace mental health strategy was key to successful implementation of initiatives.

“...flexible working has been adopted by EY for some time - however the focus on initiatives such as flexibility and mental wellbeing during the COVID-19 pandemic has definitely refined and intensified, and the timing around some of these initiatives has accelerated.” - Melanie Dale, EY Associate Director - Brand, Marketing and Communications and HK Wellbeing Committee member

Penny Barsha, Corporate Responsibility Manager, Asia, at Linklaters suggested that when it comes to strategy implementation **“...as always, senior support, empathy and showing vulnerability are key.”**



Companies increasing employee support

The survey data showed that many companies were training line managers to identify and support employees dealing with mental health issues and ensuring employees had access to mental health resources. There was an 82% increase in mental health awareness training for line managers and 89% of companies were progressing or had established forms of in-house or external psychological support. All member companies completing the survey reported that they provided an Employee Assistance Program (EAP) and 79% had, or planned to, include mental health services as part of their insurance packages.

CMHA HK provides toolkits, 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.

During this reporting period, CMHA HK produced 14 resources in response to the needs of our members.

Storytelling Series

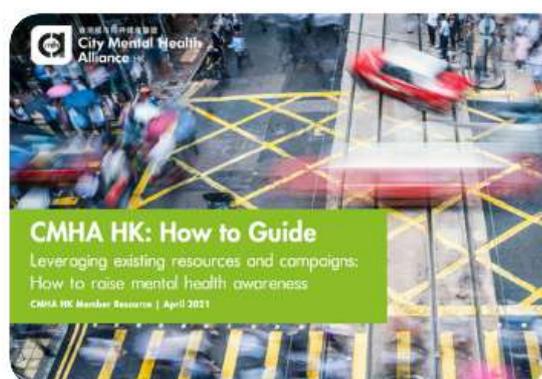
Our [Storytelling Series](#) aims to educate, inspire and break down stigma around mental health. Themes explored in this series included burnout, depression and anxiety and youth mental health. We would like to thank our storytelling participants for sharing their personal stories with the CMHA HK community.

Member-only resources

For Mental Health Awareness Week 2021, we released a How To Guide to help companies leverage existing resources and campaigns to raise mental health awareness among their employee groups. The guide included a list of current and effective mental health initiatives to support our members in their research and planning efforts for internal mental health awareness campaigns.

Factsheets

CMHA HK also compiled two [factsheets](#). The first expanded on our storytelling strategy workshop and provided an overview of storytelling strategy tips and considerations. It included a summary of existing storytelling resources, campaigns, and providers in the region who can support companies with their storytelling initiatives. To mark World Suicide Prevention Day 2021, we produced a Q&A resource featuring two mental health professionals and suicide prevention advocates.



To support companies dealing with the persistence of Covid-19, we produced four resources on challenges related to the pandemic. The resources covered the following topics:

- [Dealing with uncertainty](#)
- [Supporting employees to stay mentally healthy during uncertain times](#)
- [Top tips to keep sleep on track](#)
- [Top tips to survive home learning](#)

Summary articles

Finally, we produced the following summary articles to capture the main discussion points and key takeaways at CMHA HK and Affiliate panel events, including:

- [Senior Leader Panel at the Wellbeing @ Work Asia Summit](#)
- [Effective People Management Members Insight and Exchange Session](#)
- [AmCham Men's Mental Health Panel - End the Stigma](#)
- [World Mental Health Day Senior Leader Panel](#)

2021/2022 Highlights



4 Articles



3 Storytelling Series



4 Covid-19 support resources



>900 subscribers to email bulletin

Pillar 2 - Support the development and implementation of workplace mental health strategies through education and practical recommendations to key corporate stakeholders

Training

To uphold the principle that our work is led by members and guided by experts, our training modules are developed in collaboration with members and with input from organisations, our expert trainers, and members of our Advisory Panel.



Mayer Brown trained 20 employees in Mental Health First Aid

"It's very helpful to see the statistics of the law industry stress level & various comparisons. Good to have breakout sessions for discussion." - Mayer Brown training participant, Managing and Preventing Burnout module

CMHA HK training modules are regularly revised to reflect the training needs of employees and changes in work practices in response to Covid-19. Our small training team works closely with both member and non-member companies to understand their training needs and will include modifications to existing modules to accommodate these. We are grateful for the support of our excellent trainers who work closely with us to deliver these modules.

Supporting new graduates

In 2021 CMHA HK released a training module to support new graduates joining the corporate workplace. The module, Successful Transition to the Workplace, created in partnership with one of our member companies, has been well received by participants. The facilitator takes participants through a number of issues facing new graduates such as imposter syndrome and navigating the shift from

"The session was informative and calming! I felt like I took control of my mental health by participating. Little steps!" - Linklaters training participant, Successful Transition to the Workplace module

university studies to corporate careers. Participants engage in breakout groups and interactive exercises giving them the opportunity to discuss the pressures of starting their new careers via online meetings and working remotely, with the added complexity of not being able to easily connect with either their new managers or colleagues.

Creating Mental Health Champions

In response to member requests, CMHA HK now delivers the internationally recognised and accredited Mental Health First Aid (MHFA) course in Cantonese, Mandarin and English. Working with certified trainers, we deliver the course both in-person and virtually and for virtual training we include an introduction session to ensure participants are briefed before starting the self-directed learning section of the course. Companies are increasingly looking to MHFA training as a means to provide mental health support to employees in the workplace, so we see this as an essential component of our workplace training program.





"It's great to take a moment to listen and reflect. Good prompts." - KPMG training participant, General Mental Health Awareness module

2021/2022 Highlights



8 modules



64 sessions delivered



43.7 Net Promoter Score



26 companies trained



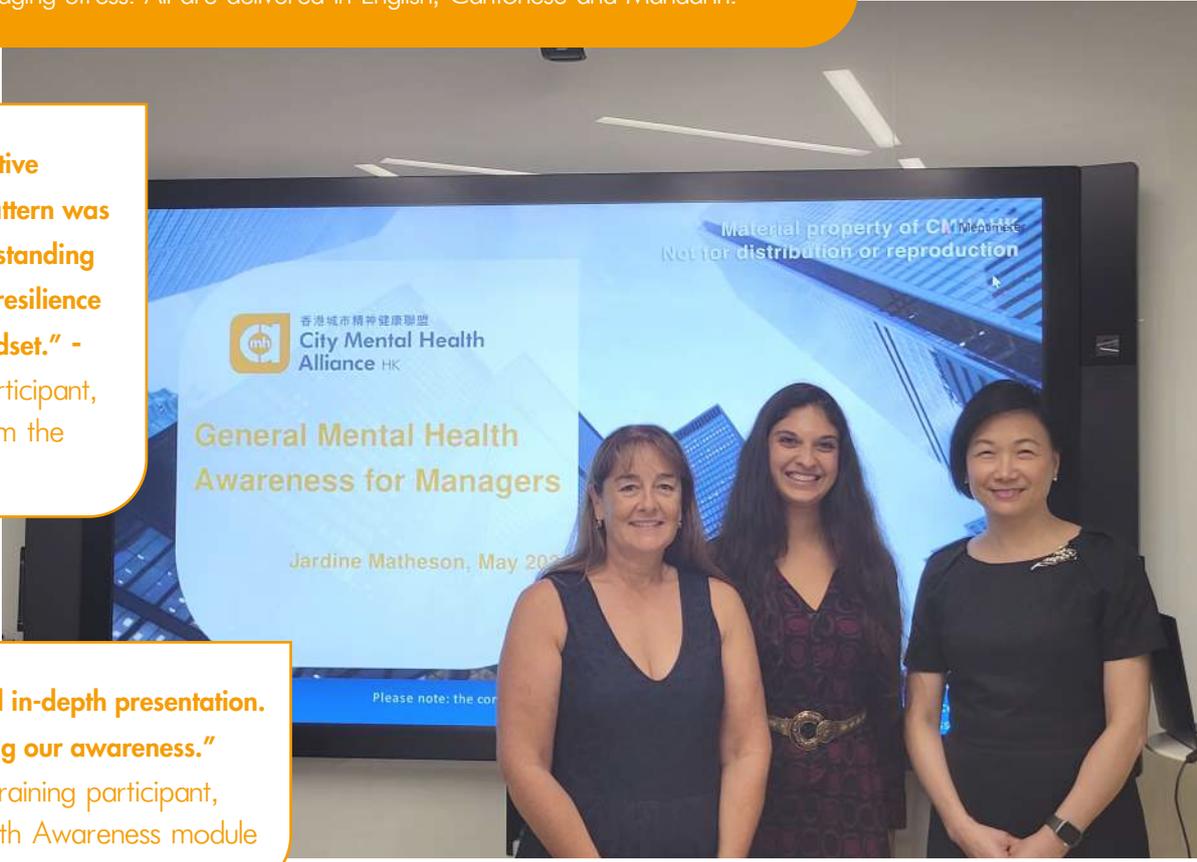
2,500 participants



4.5 out of 5 training rating

Training topics include: General Mental Health Awareness, Manager training, Building Resilience, Successful Transition to the Workplace, Staying Mentally Healthy during Covid-19 and Managing Stress. All are delivered in English, Cantonese and Mandarin.

"Recognising the negative biases and thinking pattern was useful. Enjoyed understanding the strategies to build resilience and changing our mindset." - JPMorgan training participant, Building Resilience from the Inside Out module



"A very thorough and in-depth presentation. Very useful and raising our awareness." - Jardine Matheson training participant, General Mental Health Awareness module

Events

Events are designed to assist members and the wider corporate community gain the knowledge, information and support they need to enable them to make and sustain change in their workplaces. The CMHA HK events strategy includes member, affiliate, and global events.

2021/2022 Highlights



14 member events



13 member speakers



>38 companies attended the Senior Leader event for World Mental Health Day



12 affiliate events

We organised a total of 14 CMHA HK events in the past year to bring our members together to share best practice, hear from experts and discuss key topics. Themes explored include:

- **Storytelling Strategy:** This workshop explored the power of storytelling in organisations to break down mental health stigma and provided participants with an overview of existing storytelling campaigns in Asia.
- **Effective People Management:** Speakers shared insights on how their organisations have encouraged middle managers to engage in, lead on, and support open conversations around mental health - and what more needs to be done to create mentally healthy workplaces.
- **Employee Resource Groups (ERGs):** Our members Mayer Brown and HSBC shared their insights on how the topic of mental health intersects with existing ERGs, including how an ERG can be used as a vehicle to open conversations around mental health within an organisation.
- **Data and Impact Measurement:** This Member Insight & Exchange Session (MIES) focused on Standard 6 of the CMHA HK Guide to Thriving at Work: Measure

Your Success. We delved into how companies can use available data, including employee feedback, to support implementation of their workplace mental health strategy and continuous improvement.

- **Mental Health and ESG:** This interactive workshop explored how mental health fits within ESG reporting frameworks and invited senior leaders to shape the agenda on the topic. The outcome of the discussion contributed towards a position paper with CMHA UK.

Global Webinar

The event was held in collaboration with global CMHA chapters and explored different approaches to counselling and support provision across global organisations.

Celebrating Key Milestones

We were delighted to bring together member companies for the launch of our first Annual Report in August 2021 and farewell to our founding CEO Dr Zoë Fortune. In December 2021, we hosted our Annual General Meeting to announce the plans and objectives for each of our Key Focus Areas for the upcoming calendar year.

Engaging Senior Leaders

- **WMHD Senior Leader Panel:** To mark World Mental Health Day 2021, we brought together senior leaders to share their views on the importance of championing a workplace mental health strategy.
- **C-Suite Finance Event:** The event provided an opportunity to explore the topic of mental health as a key element of operational resiliency in the Hong Kong Finance Industry. Over 20 C-Suite leaders from the Finance sector came together to:
 1. recognise the importance of workplace mental health as a key element of operational resiliency in the Hong Kong Finance Industry and
 2. discuss and share practical ways that organisations in the industry are addressing challenges related to workplace mental health.

#WMHD2021

City Mental Health Alliance HK

#WMHD2021



World Mental Health Day Senior Leader Panel 2021

Ed Moncreiffe, Sammi Cho, Hannah McLeod, Helen Colquhoun, Andrew Wong

"...in a market like Hong Kong, where typically you're spending 50 hours a week in the workplace, it is highly likely the first signs of any anxiety, the first signs of any mental ill health will be picked up in the workplace."

- Ed Moncreiffe, CEO, HSBC Insurance (Asia) Limited

"To the extent that senior management is able to articulate that employee wellbeing is really a priority, and especially when senior level leaders are able to share personally about their own experiences with mental health challenges, I think time and time again, we see how powerful that is." - Kimberly Ho, Counselor, Central Health Medical Practice



Finance Industry C-Suite Roundtable

Peter Reynolds, Nicolas Aguzin, Kimberly Ho, Ed Moncreiffe



CMHA HK Annual General Meeting 2021

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 informed of developments and new evidence on workplace mental health initiatives.

In 2021-22 we continued to share workplace mental health strategies and programs with our members and provided best-practice research, innovation and initiatives from our global CMHA partners and external agencies. Through this we aim to support and inspire workplace and community development.

We continued to circulate a monthly member email providing updates 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.

Affiliate Events

Since April 2021, CMHA HK has participated in over 12 external conferences, panels and events Asia-wide to share with the wider community what we and our members have learned with regard to workplace mental health. Our aim is to ensure that the lessons from experience and research are shared widely, thereby further promoting the importance of supporting employee mental health through workplace strategies.



As we continue our efforts to raise awareness of workplace mental health within the Hong Kong community, CMHA HK has been featured across a wide selection of the media.



Supporting Organisation

We were delighted to be a supporting organisation of the Annual Banking Conference hosted by the Hong Kong Institute of Bankers and the 'What is the status of Hong Kong's Ethnic Minorities?' Conference hosted by The Zubin Foundation.

Newsletters and Bulletins

Our periodic newsletters and bulletins are distributed to a database of over 900 subscribers. Each edition spotlights a key theme, including:

- Mental Health and Wellbeing: Early in Careers
- Supporting the mental health of employees in uncertain times
- World Mental Health Day special events and resources

LinkedIn

Our CMHA HK LinkedIn page provides an additional channel to connect with the business community and raise awareness of the importance of workplace mental health. In the period covered by this report, we saw followers of our LinkedIn page grow by over 40% bringing our total followers to over 1,000 people.

Lifestyle / Health & Wellness

Compulsory Covid tests, isolation rules raise staff anxiety in Hong Kong; how employers can help

- As the wait for results of Covid tests grows longer, and fear of what happens if you test positive rises, a mental health support group has advice for employers
- With ever-changing rules feeding staff uncertainty, bosses may not have all the answers, but they can take steps to help employees feel safer, and support them

Kate Whitehead [+ FOLLOW](#)
Published: 7:15am, 21 Feb, 2022

[Why you can trust SCMP](#)



The pandemic has helped firms track the interaction of workplace well-being strategies, including mental health in the office. Photo: Getty Images

How mental health became a priority

Companies concerned about staff well-being amid the pandemic have enhanced their programmes, with more senior leaders willing to role models for healthy behaviour

Kate Whitehead
Singapore



Robert Li, Herman Meland and Mark Saunders. Photo: Shutterstock

It takes a while to bring to the fore the importance of mental health – and just one person from a large organisation. This is where it is a more realistic, achievable goal of leadership to be able to drive an accelerating program on employee well-being, states the pandemic has made people realise that mental health is not just a buzzword, but a real business risk. It is a risk that can be managed, especially through senior management, leadership and HR. It is a risk that can be managed through the HR function, but it is a risk that can be managed through the HR function, but it is a risk that can be managed through the HR function.

Senior leaders are much more willing and confident to share their story

The pandemic has made people think about mental health more intensively

It has been a year since the pandemic began, and many organisations have seen a significant increase in mental health issues. This is not surprising, as the pandemic has caused a great deal of stress and anxiety. As a result, many people are struggling with their mental health. This is a global issue, and it is one that needs to be addressed. The good news is that there are many ways to help people with mental health issues. One of the most important is to encourage senior leaders to share their own stories. When leaders do this, it helps to reduce the stigma associated with mental health issues and encourages others to seek help. It also shows that it is possible to overcome mental health issues and continue to lead a successful life. This is a message that needs to be shared widely, and it is one that senior leaders are in a unique position to do.



Reshaping Employee Wellbeing

- The initial disruptions from COVID-19 may have passed, but its legacy has redefined the outlook for mental and physical wellness.
- While the public health situation has changed the status quo in the workplace, the HR function has become the primary guardians of employee wellbeing.

As COVID-19 has spawned new ways of managing the staff across geographies. For global legal firm Withers, while even more support and resources. "No one has been untouched by the

KNOWLEDGE PLUS
知 識 庫

Tackling Mental Health Issues in the Workplace
職場上的心理健康

While banks for several years have been paying greater attention to mental health and physical wellbeing issues, those working in banking and finance often have to cope with high levels of pressure, which have been exacerbated by the COVID-19 pandemic.

近年来，银行界日渐重视员工的心理健康，银行金融从业者常面临高压的工作环境，而新冠肺炎疫情爆发下，压力更有增无减。

WELL-BEING

HOW BOSSES CAN HELP EASE THOSE TROUBLED MINDS

Amid heightened anxiety over the fifth wave of Covid-19 infections, there are ways employers and managers can help their workers feel safer

When will I be able to come back to the office? When will I be able to travel to see loved ones? "We are not really in a position to answer these questions. From

CMHA HK BOARD

Our Board comprises representatives from across our group of member companies. The Board members drive the strategic direction of the CMHA HK, ensuring our work continues to be member-led and supportive of the needs of businesses in Hong Kong. We are grateful to the Board members for their dedication and commitment; and their support and enthusiasm for the work we do.



Sammi Cho
Chief Executive, BNY Mellon



Gilbert Li
Partner, Linklaters



Peter Reynolds
Partner Head of Greater China, Oliver Wyman



Edward Moncreiffe - Chair
CEO, HSBC Insurance (Asia) Limited



Mark Saunders
Head of Client Partnerships, Asia Pacific, JLL



Jennifer Tam
Partner, Mayer Brown



Nikki Williams
Associate Director - HR, Allen & Overy

ADVISORY PANEL

CMHA HK aims to be 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 Panel span psychology, counselling, 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

In 2021 we welcomed two new members to the Advisory Panel: Dr Zoë Fortune, the CMHA HK founding CEO and experienced mental health researcher, and Kimberly Ho, a counsellor and long-term trainer for CMHA HK.

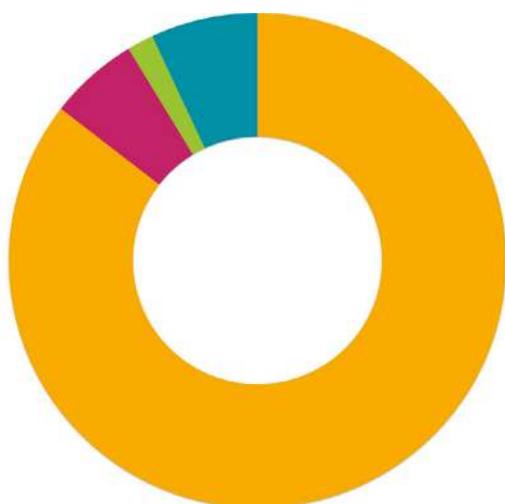
FINANCIALS

Our audited accounts for the period 1 April 2021 to 31 March 2022 are provided below.

City Mental Health Alliance Hong Kong Ltd.
Income Statement for the period 1 April 2021 - 31 March 2022

	HKD
Revenue	2,457,825
Cost of service	(6,010)
Gross profit	<u>2,451,815</u>
Other revenue	
Bank interest income	26
Written-off of amount due to a related company	-
Exchange gain	-
	<u>26</u>
Administrative and other operating expenses	
Accounting fee	14,200
Audit fee	20,000
Bank fees	956
Business registration fee	250
Company secretarial fee	1,960
Consultancy fee*	1,897,359
Office expenses	260
Online tools subscription	41,820
Printing and stationery	6,898
Rent	91,952
Sundry expenses	4,029
Taxation service fee	1,000
Trainer fee	129,150
Wages and salaries	-
Website development fee	13,207
	<u>(2,223,041)</u>
Surplus before income tax	<u>228,800</u>
Income tax expense	<u>(8,873)</u>
Surplus for the period	<u>219,927</u>

*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 2022

Current assets	HKD
Bank balances	2,025,089
Accounts receivable	45,500
Deposits	15,200
Prepayments	5,414
	2,091,203
Current liabilities	
Accruals and other payables	195,098
Unearned revenue	1,314,500
Income tax payable	27,978
	1,537,576
Net assets	553,627
Fund	
Accumulated fund	553,627

LOOKING FORWARD

Before we move into our next five years and beyond, it is worth taking time to pause and reflect on an incredible first five years and celebrate the relationships that have been developed with our member companies, the energy and guidance of our Board members and Advisory Panel, and the dedication of our trainers and team members, past and present. All have played an essential role in bringing us this far and we look forward to maintaining the momentum to see CMHA HK move into our next stage of development as an organisation.

The coming year will see some exciting projects and developments for Alliance members including:

- MindForward Alliance Global Conference
- Updated workplace mental health data from the 2022 Employee Wellbeing Survey
- Release of the revised CMHA HK Guide to Thriving at Work
- Revised Thriving at Work Assessment survey to compliment the CMHA global framework and the revised CMHA HK Guide to Thriving at Work
- Insurance Innovation Challenge
- Digital training clips
- Continuation of our C-Suite industry series
- Parent's Toolkit
- Early in Careers Activity





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](https://www.linkedin.com/company/city-mental-health-alliance-hong-kong/)