

- 2.3 The national pilot programs are administered and monitored by the Ministry of Health. The benefits identified includes but not limited to, reduction on absenteeism, injuries, accidents, compensation, insurance claims and improvement of productivity and performance . On the same token, it enhances business reputation and corporate responsibility.
- 2.4 Minimal cost will be incurred because the Ministries and Departments shall source from within their existing budget allocation and resources to discharge their responsibilities in carrying out their sanctioned health promoting initiatives in the workplace.
- 2.5 The indirect cost to illnesses and injuries of employees has yet to be quantified but are too important to be ignored. These includes employee absenteeism, employee turnover, replacement and retraining, reduced employee productivity and possible premature death of an employee.
- 2.6 It is also important to note the mortality level in the Public Service for the past five (5) years since 2002 stands at 303 which constitutes an average of 60 deaths per year. Obesity and Cardiac or heart problems are very common medical conditions suffered by individuals as a result of unhealthy lifestyle and unhealthy environment.
- 2.7 The national commitment to health promoting workplace program is reflected in this policy. Basically it encourages individual employee health practices that enhances the physical and mental well-being; promote safe and healthy work environment for all employees; and enhance and maintain a healthy and supportive work culture across the Public Service.

3.0 STAFFING

- 3.1 The existing OHS committee shall be the Healthy Workplace Committee for promoting health in the workplace and shall be responsible for all initiatives towards promoting healthy workplaces.

4.0 RESPONSIBILITY

- 4.1 The Public Service Commission shall work in partnership with the National Centre for Health Promotion in Ministry of Health and the OHS Division in Ministry of Labour, Industrial Relations & Productivity, and the respective Healthy Workplace Committees who will be jointly responsible for monitoring the effectiveness and consistency in application of this policy, and conduct periodic audits of Ministry/Department/Agency practices.

- 4.2 The Healthy Workplace Committee is responsible to their respective Permanent Secretary or Head of Department for promoting, guiding and informing the PSC on status or progress on healthy workplace initiatives. The Committee provides support to Government Ministries, Departments or Agencies as they implement healthy workplace programs. It will also monitor the progress of such programs and makes recommendation to the PSC on the maintenance and improvement of a healthy workplace culture and environment.
- 4.3 Permanent Secretaries and Heads of Departments in all Government Ministries, Departments and Agencies are responsible for integrating the guiding principles of this policy within their operations and ensure the compliance of the policy directives in their workplaces.
- 4.4 Managers and Supervisors are to lead by example in terms of upholding and practicing the guiding principles of this policy and ensure implementation of healthy workplace programs within their own work units.
- 4.5 Employees are responsible for taking due care and precaution to protect their health and safety and that of others in their workplace and contribute to a supportive work environment. Employees should actively participate in available and sanctioned healthy workplace programs.

5.0 CLARIFICATION

- 5.1 The implementation of the health promoting initiatives highlighted in the policy shall be implemented with effect from 31st January , 2008.
- 5.2 Any clarification required may be sought and obtained from the Employee Relations Advisors in the Employee Relations Division of PSC on telephone no: 3314588 Ext 218 / 227 or Dr Tima, Director of Public Health on telephone no: 3306177 or Ms Luisa Vodonaivalu, NCD Project Officer on telephone 3221432 or National Centre for Health Promotion on telephone no: 3320844.



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