

WORKPLACE WELLNESS ASSESSMENT Malaysia 2017



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MALAYSIA
2017**

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△ Introduction

Content

This document provides an overview of workplace wellness and workplace wellness programs in the context of the global environment, current trends, and the role of government. The focus then shifts to details on the current state of employees and workplace wellness in Malaysia. This includes applicable legislation, government guidance, whitepapers, strategies, and plans, followed by corporate programs within the country, and wellness service providers. The document is intended to provide corporations, both large and small, with information about wellness programs, employee wellness, and current trends in the noted jurisdiction. While country-specific resources have been provided, they have not been vetted by The Isosceles Group (Isosceles). If you would like assistance in reaching out to a listed resource, developing a wellness program, or obtaining more information for your company, please contact Brittany Palmer at 617-330-2800 or bpalmer@theisogroup.com.

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The Isosceles Group provides environmental management and occupational health and safety services to industry and governments worldwide. Founded in 1999, our mission is to develop and optimize ESH systems and provide time-critical support in key compliance areas in a cost-effective manner.

Isosceles develops, implements and maintains occupational health and safety (OHS) and environmental management systems (EMS) at client facilities, and manages environmental issues that affect the acquisition, operation, expansion and closure of industrial and commercial real estate. Isosceles conducts environmental due diligence and corporate social responsibility (CSR) assessments worldwide, and has developed auditing and facility development protocols for the efficient assessment of OHS and EMS requirements for industry in over 65 countries, including China, India, Mexico, and countries within the European Union. Isosceles also develops country-specific workplace bullying assessments and checklists as well as country-specific human rights provisions in regards to internationally recognized corporate social responsibility and sustainability disclosure requirements.

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△ Workplace Wellness Defined

Workplace wellness was defined in a Harvard Business Review study as: **“An organized, employer sponsored program that is designed to support employees (and, sometimes, their families) as they adopt and sustain behaviors that reduce health risks, improve quality of life, enhance personal effectiveness, and benefit the organization’s bottom line.”** Elements frequently include biometric screenings; health risk assessments; health fairs; on-site fitness facilities; group or individual health challenges such as fitness, weight-loss, and smoking cessation; wellness coaching; and healthy foods in cafeterias and vending machines. “The broader ecosystem of wellness programs and policies may also encompass employee assistance programs (EAPs), occupational safety and health (OSH), workers’ compensation, and more recently, workplace health promotion approaches.”¹

The term “wellness” is not defined or used consistently around the world. Wellness refers to programs designed to improve the health and well-being of employees (and their families) in order to enhance organizational performance and reduce costs.

Corporate well-being, workplace health promotion, health improvement, health and well-being, and disease prevention are other terms used by employers to refer to workplace wellness initiatives.

△ Workplace Wellness Programs

A workplace wellness (workplace health) program is a health promotion activity or organization-wide policy designed to support healthy behaviors and improve health outcomes while at work, often addressing stress, smoking, weight, fitness, and nutrition.

Wellness programs typically address specific behaviors and health risk factors, such as poor nutrition, physical inactivity, stress, obesity, and smoking. “These factors commonly lead to serious and expensive health problems and have a negative impact on workforce productivity.”²

Workplace Wellness Programs consist of activities that may include the following:

- Health education and coaching;
- Weight management programs;
- Medical screenings;

¹ Global Wellness Institute: The Future Of Wellness At Work 2016, p. 8 at http://static1.squarespace.com/static/54306a8ee4b07ea66ea32cc0/t/57b5a1961b631bc09935c73d/1471521178364/GWI-The-Future-of-Wellnessat-Work-2016.pdf?inf_contact_key=146766f71a8b7cd53dd8c0ab8953fce65e4d5233157fc8cada43b34b02fd4c86.

² Working Well: A Global Survey of Health Promotion, Workplace Wellness and Productivity Strategies, p. 5 at https://www.bucksurveys.com/BuckSurveys/Portals/0/aspdnsf/BuckSurveys_OrdersDownload/Health%20and%20Productivity/GW_Exec_Summary_Global.pdf.

- On-site fitness programs and facilities;
- On-site health education/fairs;
- Stress management;
- Holding "walk and talk" meetings;
- Smoking cessation programs;
- Health club memberships;
- Providing on-site kitchens and eating areas;
- Healthy food options in vending machines,
- Company wellness competitions;
- Mobile and web-based education and social platforms; and
- Financial and other incentives for participation.

Workplace health promotion programs are efforts put forth by employers to improve the health of employees. These efforts generally fall into three categories: primary prevention to prevent illness or disease from occurring such as physical activity challenges, stress management programs, and anti-smoking campaigns; secondary prevention focusing on high risk employees such as weight loss classes, smoking cessation telephone quit lines, and improving access to medication; and tertiary prevention, sometimes referred to as disease management, aimed at those employees with an existing condition. Examples here include therapy for people suffering from depression, medication compliance programs for people with diabetes.³

Trends

Effective workplace programs, policies, and environments that are health-focused and worker-centered have the potential to significantly benefit employers, employees, their families, and communities. The World Health Organization (WHO) sees the workplace as a priority setting for health promotion, making a direct impact on the physical, mental, economic and social well-being of people at work, and this influence extends to their families and communities. A research review showed that workplace health promotion programs reduced medical and absenteeism expenditures by 25% among participants versus nonparticipants. "Another study evaluating the significance of these interventions to the employer in terms of return on investment (ROI) revealed that medical and absenteeism ROI ranged between 170% and 227%."⁴

Research has demonstrated that "effective worksite health promotion programs were those that offered multiple risk-factor interventions, combined with group participation and individualized risk reduction counselling to high-risk employees.

³ From Evidence to Practice: Workplace: Wellness that Works, Prepared by: Institute for Health and Productivity Studies, Johns Hopkins Bloomberg School of Public Health, September 2015, p. 6 at <https://www.transamericacenterforhealthstudies.org/docs/default-source/wellness-page/from-evidence-to-practice---workplace-wellness-that-works.pdf?sfvrsn=2>.

⁴ J Occup. Environ Med 2014; 56:927-34 at <http://today.mims.com/topic/workplace-wellness-programmes-boost-workforce-health--profits>.

These programs were found to produce positive clinical and cost outcomes such as increases in health awareness, risk reduction, disease prevention and a reduced demand for health services.”⁵

“Wellness programs are increasingly being recast as well-being programs, with a focus on not just physical health but also emotional, financial, and social well-being.”⁶

Statistics

Fastest Growing Wellness Components (Global, ranked 1-5)⁷

- 1) Telemedicine services
- 2) Cycle to Work program
- 3) On-site child care
- 4) On-site healthy lifestyle programs and coaching
- 5) Personal health record

Top Wellness Program Components (Global, ranked 1- 10)⁸

- 1) HR policies (e.g., flex schedules, breaks)
- 2) Employee Assistance Program
- 3) Regular communications
- 4) On-site immunizations/flu shots
- 5) Biometric health screenings
- 6) Ergonomic adaptations and awareness
- 7) Health risk appraisal
- 8) On-site lifestyle programs/coaching
- 9) Workplace health challenges
- 10) On-site occupational health programs

Top Communication Tools and Channels (Global, ranked 1-5)⁹

- 1) Posters/flyers
- 2) Web portal/intranet
- 3) Targeted email

⁵ Oxford Journals, Health Promotion International at <http://heapro.oxfordjournals.org/content/21/4/301.long>.

⁶ Time to reconsider well-being programs by Willis Towers Watson, 2016 at <http://blog.willis.com/2016/10/time-to-reconsider-well-being-programs/>.

⁷ Trends and Best Practices in Global Workplace Wellness, 2014 at http://www.workplacehealth.org.au/literature_180781/BOYD_Bob_-_Global_Trends_in_Workplace_Health_Promotion.

⁸ Trends and Best Practices in Global Workplace Wellness, 2014 at http://www.workplacehealth.org.au/literature_180781/BOYD_Bob_-_Global_Trends_in_Workplace_Health_Promotion.

⁹ Trends and Best Practices in Global Workplace Wellness, 2014 at http://www.workplacehealth.org.au/literature_180781/BOYD_Bob_-_Global_Trends_in_Workplace_Health_Promotion.

- 4) Newsletters/articles
- 5) Annual benefits enrollment materials

Health Issues Driving Wellness Strategy (Global, ranked 1-15)¹⁰

- 1) Stress
- 2) Physical activity/exercise
- 3) Nutrition/healthy eating
- 4) Workplace safety
- 5) Work/life issues
- 6) Depression/anxiety
- 7) High blood pressure (hypertension)
- 8) Chronic disease (e.g., diabetes)
- 9) Personal safety
- 10) Psychosocial work environment
- 11) Sleep/fatigue
- 12) High cholesterol (hyperlipidemia)
- 13) Obesity
- 14) Tobacco use/smoking
- 15) Infectious diseases/AIDS/HIV

Employer Objectives Driving Wellness Strategy (Global, ranked 1-10)¹¹

- 1) Improving morale/engagement
- 2) Reducing employee absences
- 3) Improving workplace safety
- 4) Improving productivity/presenteeism
- 5) Maintaining work ability
- 6) Organizational values/mission
- 7) Reducing health care costs
- 8) Promoting corporate image or brand
- 9) Social/community responsibility
- 10) Attracting and retaining employees

¹⁰ Trends and Best Practices in Global Workplace Wellness, 2014 at [http://www.workplacehealth.org.au/literature/180781/BOYD, Bob - Global Trends in Workplace Health Promotion](http://www.workplacehealth.org.au/literature/180781/BOYD,Bob-GlobalTrendsinWorkplaceHealthPromotion).

¹¹ Trends and Best Practices in Global Workplace Wellness, 2014 at [http://www.workplacehealth.org.au/literature/180781/BOYD, Bob - Global Trends in Workplace Health Promotion](http://www.workplacehealth.org.au/literature/180781/BOYD,Bob-GlobalTrendsinWorkplaceHealthPromotion).

Top Incentives Used by Employers Globally¹²

Rewards:

- Free or low cost preventive services (62%);
- Gifts and merchandise (58%); and
- Raffles/drawings (57%).

Penalties:

- Health insurance premium increases (surcharges) (33%);
- Health insurance eligibility tied to wellness program participation (8%); and
- Benefit reduction (7%).

Wellness as a Family Issue¹³

Increasingly, companies see the value in making spouses, domestic partners and children eligible for health promotion and wellness programs and associated incentives. Research shows that the health of an individual's family and friends greatly influence the health of the individual. Generally, 62% of programs include spouses, 52% include domestic partners, and 43% include children.

Importance

Recent research shows that the world's 3.2 billion workers are increasingly unwell. They are growing old, suffering more chronic disease, more stressed, unhappy and sometimes unsafe at work, and they face significant economic insecurity.¹⁴

Stress and work-life balance have been recognized as universal concerns of workers and employers in all parts of the world. Global surveys found that 53% of workers are experiencing rising levels of stress, while 59% say their jobs are a cause of stress. **Stress has been found to be the number one workforce risk faced by employers across 15 countries.**¹⁵

¹² Trends and Best Practices in Global Workplace Wellness, 2014 at [http://www.workplacehealth.org.au/literature_180781/BOYD, Bob - Global Trends in Workplace Health Promotion](http://www.workplacehealth.org.au/literature_180781/BOYD_Bob_-_Global_Trends_in_Workplace_Health_Promotion).

¹³ Trends and Best Practices in Global Workplace Wellness, 2014 at [http://www.workplacehealth.org.au/literature_180781/BOYD, Bob - Global Trends in Workplace Health Promotion](http://www.workplacehealth.org.au/literature_180781/BOYD_Bob_-_Global_Trends_in_Workplace_Health_Promotion).

¹⁴ Global Wellness Institute, The Future of Wellness at Work, 2016 at http://static1.squarespace.com/static/54306a8ee4b07ea66ea32cc0/t/57b5a1961b631bc09935c73d/1471521178364/GWI-The-Future-of-Wellnessat-Work-2016.pdf?inf_contact_key=146766f71a8b7cd53dd8c0ab8953fce65e4d5233157fc8cada43b34b02fd4c86.

¹⁵ Global Wellness Institute, The Future of Wellness at Work, 2016 at http://static1.squarespace.com/static/54306a8ee4b07ea66ea32cc0/t/57b5a1961b631bc09935c73d/1471521178364/GWI-The-Future-of-Wellnessat-Work-2016.pdf?inf_contact_key=146766f71a8b7cd53dd8c0ab8953fce65e4d5233157fc8cada43b34b02fd4c86.

Figures published by The Global Wellness Institute states that workplace wellness now represents a sizable and growing market worth \$40.7 billion globally but note that present **workplace wellness programs only cover less than 9% of the global workforce** – primarily those who live in industrialized countries or work for large, multinational firms.¹⁶

Predictions made in 2016 by the Global Wellness Institute about the future include:

- Businesses and governments will be increasingly motivated to reverse the present trend of an unwell workforce.
- Wellness at work will gather momentum across the world in the coming 5-10 years.
- Businesses will adopt a culture of wellness as the norm if they want to attract and retain good people.
- Governments will become more aggressive about mandating wellness, including in the workplace.
- The healthiest workplaces will be a destination where employees work to improve their own wellness.¹⁷

△ The Current Global Environment

Worldwide, employer attention and spending on employee wellness have risen consistently over the last 5 to 10 years, generating many related business opportunities. The Global Wellness Institute estimates that workplace wellness is now a \$40.7 billion industry worldwide.¹⁸

The World Health Organization (WHO), Workers' Health: Global Plan of Action on Workers Health 2008-2017¹⁹ states that Improving the health of workers can be achieved through well-coordinated efforts of society as a whole, under government leadership and with substantial participation of workers and employers. A combination of actions, adapted to national specificities and priorities, is needed to meet these objectives.

¹⁶ Global Wellness Institute, The Future of Wellness at Work, January 2016 at http://static1.squarespace.com/static/54306a8ee4b07ea66ea32cc0/t/57b5a1961b631bc09935c73d/1471521178364/GWI-The-Future-of-Wellnessat-Work-2016.pdf?inf_contact_key=146766f71a8b7cd53dd8c0ab8953fce65e4d5233157fc8cada43b34b02fd4c86.

¹⁷ Global Wellness Institute, The Future of Wellness at Work, January 2016 at http://static1.squarespace.com/static/54306a8ee4b07ea66ea32cc0/t/57b5a1961b631bc09935c73d/1471521178364/GWI-The-Future-of-Wellnessat-Work-2016.pdf?inf_contact_key=146766f71a8b7cd53dd8c0ab8953fce65e4d5233157fc8cada43b34b02fd4c86.

¹⁸ Global Wellness Institute, The Future of Wellness at Work, January 2016, p. ii at http://static1.squarespace.com/static/54306a8ee4b07ea66ea32cc0/t/57b5a1961b631bc09935c73d/1471521178364/GWI-The-Future-of-Wellnessat-Work-2016.pdf?inf_contact_key=146766f71a8b7cd53dd8c0ab8953fce65e4d5233157fc8cada43b34b02fd4c86.

¹⁹World Health Organization: Healthy workplaces: a WHO global model for action http://www.who.int/occupational_health/WHO_health_assembly_en_web.pdf?ua=1.

WHO states that the following actions should be considered and adopted by countries, as appropriate, to their national priorities and specific circumstances in order to achieve objectives:

- To devise and implement policy instruments on workers' health;
- To protect and promote health at the workplace;
- To improve the performance of and access to occupational health services;
- To provide and communicate evidence for action and practice; and
- To incorporate workers' health into other policies.

According to the 2014 Society for Human Resource Management Employee Benefits reports, the past five years have seen increases in the percentage of organizations offering "health and lifestyle coaching, preventive programs specifically targeting employees with chronic health conditions, rewards or bonuses for completing certain health and wellness programs, health care premium discounts for getting an annual health risk assessment, health care premium discounts for not using tobacco products, and health care premium discounts for participating in a wellness program."²⁰

The Global Wellness Institute estimates that less than 9% of the world's 3.2 billion workers have access to any kind of workplace wellness program or services. This figure indicates that workplace wellness programs cover only a small slice of the global workforce, primarily those employees working for large, global employers.²¹

The proliferation of workplace wellness programs and Employee Assistance Programs (EAPs) have accompanied globalization and industrialization. While a small number of countries, such as South Africa, were early adopters in the 1980s, it was not until the 1990s that these practices spread to emerging markets such as Argentina, Brazil, Mexico, China, and Malaysia.

European employers have been slower to adopt formalized workplace wellness programs and EAPs, as such services have traditionally been provided by government sources. However, Western Europe has significantly advanced the concept of protecting and promoting worker health over the past two decades, with the European Union and the World Health Organization (WHO) spearheading a more multidisciplinary and holistic approach to wellness at work known as workplace health promotion.

Workplace health promotion programs are more common in North America compared to the rest of the world. "Fifty-four percent of multinational employers have global strategies (up from 34 percent in 2007), and those that do not cite differing cultures, laws, and

²⁰ The HR Agenda Magazine, Beyond the Physical, by Stephenie Overman, October 1, 2104 at <http://hragenda.hrcentral.co.jp/issue/october-december-2014/article/beyond-the-physical>.

²¹ Global Wellness Institute: The Future Of Wellness At Work 2016 at http://static1.squarespace.com/static/54306a8ee4b07ea66ea32cc0/t/57b5a1961b631bc09935c73d/1471521178364/GWI-The-Future-of-Wellnessat-Work-2016.pdf?inf_contact_key=146766f71a8b7cd53dd8c0ab8953fce65e4d5233157fc8cada43b34b02fd4c86.

practices as well as lack of global oversight for health care as key obstacles to implementing a global strategy. Employers' leading reasons for implementing wellness programs are to reduce sick leave and presenteeism, with improving workforce morale becoming increasingly important, especially in Europe and Australia."²²

△ The Role of Government

Governments and policymakers have grown increasingly concerned by the rise of chronic disease, population aging, and the ever-escalating costs associated with these trends. There is now a nearly universal recognition that worsening worker health is related to an increasingly sedentary style of work and life, rising stress, lack of work-life balance, and poor eating habits, as well as environmental factors such as air quality. Traditionally, most governments' focus in the workplace have been on ensuring humane working conditions and preventing work-related accidents, injuries, illnesses, and deaths. The Global Wellness Institute predicts that "**governments around the world will step further into this space, encouraging and even mandating wellness at work** through tax incentives, tighter regulations, and higher standards and expectations for acceptable working conditions."²³

△ Regional Trends: Asia

Globally, stress remains the biggest employee health risk. In Asia Pacific, it ranks second, behind lack of physical activity.

Asia Pacific employers are committed to health and productivity, with nine in ten saying that it is a core component of their organization's overall health strategy. In contrast to commitment, only one in three (33%) of Asia Pacific organizations actually have an articulated health and productivity strategy, although, more than three-quarters (83%) plan to have one in place by 2018.

When developing a wellness program or strategy, organizations should take into account the fact that "employer and employee perspectives often diverge, and this divergence is most apparent when it comes to sources of stress. Employers tend to highlight work/life balance issues, but employees are focused on adequate pay, the right resources to do their work, and a work environment that allows them to be effective."²⁴

²² Business Wire, Cigna: Global Survey Finds China Employers Promote Health in the Workplace, April 9, 2014 at <http://www.businesswire.com/news/home/20140409005849/en/Cigna-Global-Survey-Finds-China-Employers-Promote>.

²³ Global Wellness Institute: The Future Of Wellness At Work 2016, p. 25
http://static1.squarespace.com/static/54306a8ee4b07ea66ea32cc0/t/57b5a1961b631bc09935c73d/1471521178364/GWI-The-Future-of-Wellnessat-Work-2016.pdf?inf_contact_key=146766f71a8b7cd53dd8c0ab8953fce65e4d5233157fc8cada43b34b02fd4c86.

²⁴ WillisTowersWatson, 2015/2016 Staying@Work — Asia findings, March 29, 2016 at <https://www.willistowerswatson.com/en/insights/2016/03/2015-2016-Staying-at-Work-Asia-findings>.

Statistics

Fastest Growing Wellness Components (Asia, ranked 1-5)²⁵

- 1) On-site child care
- 2) Cycle to work program
- 3) Other internet tools (provider quality and cost information)
- 4) Work/life balance support (e.g. legal, financial, elder/child care)
- 5) On-site employee health fairs

Top Wellness Program Components (Asia, ranked 1-10)²⁶

- 1) Biometric health screenings
- 2) On-site occupational health programs
- 3) Regular communications
- 4) Health risk appraisal
- 5) HR policies (e.g., flex schedules, breaks)
- 6) Workplace health challenges
- 7) On-site lifestyle programs/coaching
- 8) Employee Assistance Program
- 9) Ergonomic adaptations and awareness
- 10) On-site immunizations/flu shots

Health issues driving wellness strategy (Asia, ranked 1-14)²⁷

- 1) Workplace safety
- 2) Physical activity/exercise
- 3) Personal safety
- 4) Stress
- 5) High blood pressure (hypertension)
- 6) Nutrition/healthy eating
- 7) Psychosocial work environment
- 8) Chronic disease (e.g., diabetes)
- 9) High cholesterol (hyperlipidemia)
- 10) Sleep/fatigue
- 11) Depression/anxiety
- 12) Tobacco use/smoking
- 13) Work/life issues
- 14) Obesity

²⁵ Trends and Best Practices in Global Workplace Wellness, 2014 at http://www.workplacehealth.org.au/literature_180781/BOYD_Bob_-_Global_Trends_in_Workplace_Health_Promotion.

²⁶ Trends and Best Practices in Global Workplace Wellness, 2014 at http://www.workplacehealth.org.au/literature_180781/BOYD_Bob_-_Global_Trends_in_Workplace_Health_Promotion.

²⁷ Trends and Best Practices in Global Workplace Wellness, 2014 at http://www.workplacehealth.org.au/literature_180781/BOYD_Bob_-_Global_Trends_in_Workplace_Health_Promotion.

△ Workplace Wellness in Malaysia

Total Population (2014): 30.1 million

Labor Force (2014): 13.6 million

Employment (2014): 13.1 million

State of Worker Wellness

Stress: A majority of Malaysians are suffering from more stress-related illnesses due to problems at work. **A 2013 survey by Regus found 70% of Malaysian employees were afflicted with diseases which stemmed from rising stress levels at work.** Additionally, 33% of respondents worried about losing their jobs and 53% of respondents reported their family and friends have observed that they are stressed by work.²⁸ Based on an online survey done by Regus in 2013, almost 70% of employees in Malaysia experienced an increase in stress-related sickness due to the global economic crisis, according to Computerworld Malaysia.²⁹

An article on work stress and mental health by Tan Sri Lee Lam Thye, Chairman of the National Institute of Occupational Health and Safety discusses managing stress in the workplace. He writes: **“Considering the serious implications of stress at the workplace, organizations need to consider work-related stress and psychosocial risks as part of their safety and health strategy.** Organizations should implement plans to prevent or reduce stress and help create a healthy psychosocial work environment. Employers should undertake risk management approaches such as conducting situational analysis, formulating an action plan to reduce risk, implementing screening for early detection and having a flow chart for management and referral... Work-related stress must not be overlooked when discussing OSH issues. Managing stress at work will create a healthy work environment in which workers feel valued, the workplace culture is more positive and, consequently, business performance will improve as workers become more productive and customers are better served and their needs met.”³⁰

Non-Communicable Diseases: From 1996 to 2006, Malaysia saw a dramatic increase in the prevalence of behavior-linked diseases, including a 43% increase in hypertension, 88% increase in diabetes, and **250% increase in obesity.**

Obesity: The National Health and Morbidity survey stated that 15.1% of Malaysians aged 18 and above are obese as of 2011. More than 2.6 million adults were classified as obese while 447,000 children below 18 years old were overweight. While this refers to the

²⁸ Human Resources, Majority of Malaysians suffer from work-related stress, by Akankasha Dewan, November 27, 2013 at <http://www.humanresourcesonline.net/majority-malaysians-suffer-work-related-stress/>.

²⁹ Business Insider Malaysia, Scary Statistics on Stress, The Silent Killer, by Ain Ruzanna, September 9, 2014 at <http://www.businessinsider.my/scary-statistics-stress-silent-killer/#A4BKVkbZvryMCqWp.99>.

³⁰ New Straits Times, Work stress and mental health, by Tan Sri Lee Lam Thye, April 28, 2016 at <http://www.nst.com.my/news/2016/04/142074/work-stress-and-mental-health>.

general population, the **working class also represents a concern as their declining health indicates poor productivity that will affect the profitability and competitiveness of their respective employers and corporations.**

Legislation

There is no specific legislation that provides wellness program requirements for businesses in Malaysia.

Government Guidance, Whitepapers, Strategies and Plans

From Ministry of Health Country Health Plan 2011-2015: It is hoped that through concerted effort, the percentage of physical inactivity among Malaysian adults will reduce by 10% (NHMS 2006 - 43.7%), the prevalence of overweight and obesity among adult reduced by 0.4% and prevalence among adolescent smokers reduced by 3% (NHMS III, 8.7%). As there is a dearth of social information, studies will be undertaken to obtain baseline data on health literacy and healthy lifestyle practices. The strategies are:

- Increase access to health knowledge;
- Motivate individuals, family and community to acquire knowledge and skill;
- Increase opportunities to practice healthy lifestyle *at workplace (emphasis added), schools, home etc.; and*
- Formulate and enforce public policy towards a healthy lifestyle.³¹

No updates to this Country Health Plan have been found.

Malaysia National Strategic Plan for Non-Communicable Disease (NCD) 2010-2014:

The publication of this document is the first step towards getting the involvement of the “whole of-government” in the prevention and control of NCD in Malaysia. This document outlines the seven strategies that will be adopted not just by the Ministry of Health, but by all relevant stakeholders. The Ministry of Health is fully committed in safeguarding the health of Malaysians. The document is geared to Malaysian society in general but one of the key activities is strengthening the workplace-based health program. “That includes all activities under health education and health-promotion with emphasis on: promoting physical activity, improving access to healthy food and increasing the barrier to unhealthy food, and workplace-based NCD risk factor screening & intervention.”³²

³¹ Ministry of Health Malaysia, Country Health Plan at http://www.moh.gov.my/images/gallery/Report/Country_health.pdf.

³² Malaysia National Strategic Plan for Non-Communicable Disease (2010) p. 19 at <http://www.moh.gov.my/images/gallery/nspncd/NSPNCD.pdf>.

Corporate Programs

Corporate wellness programs in Malaysia have been described as still in their infancy, as most corporations do not recognize the need to have a conducive and effective program with measured progress and results. **“Only a small number of Malaysian companies are beginning to see that a corporate wellness or health program could be an answer to their concerns, and that prevention is better than a cure,”** said Wong Yu Jin, founder and director of Healthpro Solutions.

Dynaforce International founder and chairman Jimmie Lee notes that the program formulated by a wellness consultant and the employer should empower staff to take charge of their health, with the support from their superiors and colleagues. The starting agenda consists of a proper analysis or evaluation of the existing major health issues faced by the staff, noting that every company was different, so it is important to determine and focus on areas of priority such as obesity, smoking cessation, stress management or mental health. After identifying priority issues, the following steps should be taken:

- A strategy should be formulated and a course of action decided upon, with reasonable goals set;
- A committee should be set up to run the program headed by a senior manager or owner of the company; and
- At the conclusion of the program, an assessment should be conducted to determine if targets have been achieved, and if not, a follow-up action plan should be developed.³³

Statistics

Organizational ownership (Asia)

The division and/or staff responsible for executing health promotion and/or wellness programs within an organization is as follows:

- Corporate Human Resources..... 60%
- Dedicated staffed wellness coordinator(s).....12%
- Health, Safety & Environment.....47%
- Occupational Health Function..... 26%
- Vendor-provided wellness coordinator..... 7%
- Shared staff position.....10%
- Contracted wellness coordinator(s)..... 4%
- Outside consultant..... 4%
- Other 6%

³³ The Star Online, Corporate wellness services promote positive and healthy mindsets among workmates, July 2, 2013, at <http://www.thestar.com.my/business/sme/2013/07/02/boosting-productivity-at-work-corporate-wellness-services-promote-positive-and-healthy-mindsets-amon/>.

Top Communication Tools and Channels (Asia, ranked 1-5)³⁴

- 1) Targeted email
- 2) Posters/flyers
- 3) Employee meetings
- 4) Web portal/intranet
- 5) Newsletters/articles

Employer objectives driving wellness strategy (Asia, ranked 1-10)³⁵

- 1) Improving workplace safety
- 2) Reducing employee absences
- 3) Maintaining work ability
- 4) Organizational values/mission
- 5) Promoting corporate image or brand
- 6) Improving morale/engagement
- 7) Social/community responsibility
- 8) Improving productivity/presenteeism
- 9) Attracting and retaining employees
- 10) Reducing health care costs

Wellness Program Service Providers in Malaysia

Learning Edge

- Full-service wellness management provider, specializing in high-quality and comprehensive targeted wellness programs. Utilizes a medical advisory board to guide growth, program development and health initiatives.

<http://www.learningedgeconsultants.com/our-programs/wellness/>

eEssence

- Offers corporate wellness in Kaula Lumpur (KL) which includes Combating Stress, crafted specially to help participants cope with various stressors such as work pressures, deadlines and relationships with people. It provides well-tested practical and enjoyable stress management techniques and methodologies, as well as the attitudinal and interpersonal aspects of managing stress. It incorporates some elements of Aikido, which focuses on the concept of flexibility, peace and adaptation.

<http://www.eessence.biz/corporate-wellness.php>

³⁴ Trends and Best Practices in Global Workplace Wellness, 2014 at [http://www.workplacehealth.org.au/literature_180781/BOYD, Bob - Global Trends in Workplace Health Promotion](http://www.workplacehealth.org.au/literature_180781/BOYD,_Bob_-_Global_Trends_in_Workplace_Health_Promotion).

³⁵Trends and Best Practices in Global Workplace Wellness, 2014 at [http://www.workplacehealth.org.au/literature_180781/BOYD, Bob - Global Trends in Workplace Health Promotion](http://www.workplacehealth.org.au/literature_180781/BOYD,_Bob_-_Global_Trends_in_Workplace_Health_Promotion).

Peak_Fitness

- Creates high quality corporate trainings at an affordable price - ensure perfect balance for your employees. Located in KL.
<http://peakfitness.com.my/corporate-wellness/>

Wellness Art Corporate Massage

- Located in Kuala Lumpur
http://www.wellnessart.com.my/index.php?ws=pages&pages_id=5995

Corporate Wellness Malaysia

- Kevin Zahri – corporate wellness speaker for the busy professional, core training and various outdoor fitness programs.
<http://kevinzahri.com/corporate-wellness/>

Malaysia Wellness Program: Learning Edge Consultants

- Employee health and wellness is clearly an astute business investment. Providing programs that stimulates employees to regulate their health risks better.
www.learningedgeconsultants.com/our-programs/wellness/

Malaysia Healthpointe 2.0 Coach

- Provide coaching on development of corporate wellness programs.
<https://healthpointecoach.wordpress.com/corporate-wellness-programs/>

Anytime Fitness Malaysia

- Can help address the wellness needs of employees. Development of employee wellness programs and corporate wellness programs makes it possible for companies of all sizes to encourage wellness at work.
<http://anytimefitness.my/employee-wellness>.

△ Resources

Ministry of Health Malaysia

- <http://www.moh.gov.my/english.php>.

Global Wellness Institute: The Future Of Wellness At Work 2016

- http://static1.squarespace.com/static/54306a8ee4b07ea66ea32cc0/t/57b5a1961b631bc09935c73d/1471521178364/GWI-The-Future-of-Wellnessat-Work-2016.pdf?inf_contact_key=146766f71a8b7cd53dd8c0ab8953fce65e4d5233157fc8cada43b34b02fd4c86.

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- <http://www.cdc.gov/features/workingwellness/>

(Buck Consultants, International Health Consulting) Promoting Mental Well-Being – an International Survey of Employers, Global Healthy Workplace Seminar HERO Forum, September 28, 2015

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(WillisTowersWatson) 2015/2016 Staying@Work — Asia findings (March 29, 2016) at

- <https://www.willistowerswatson.com/en/insights/2016/03/2015-2016-Staying-aWork-Asia-findings>.

World Health Organization: Healthy workplaces: a WHO global model for action

- http://www.who.int/occupational_health/healthy_workplaces/en/.