



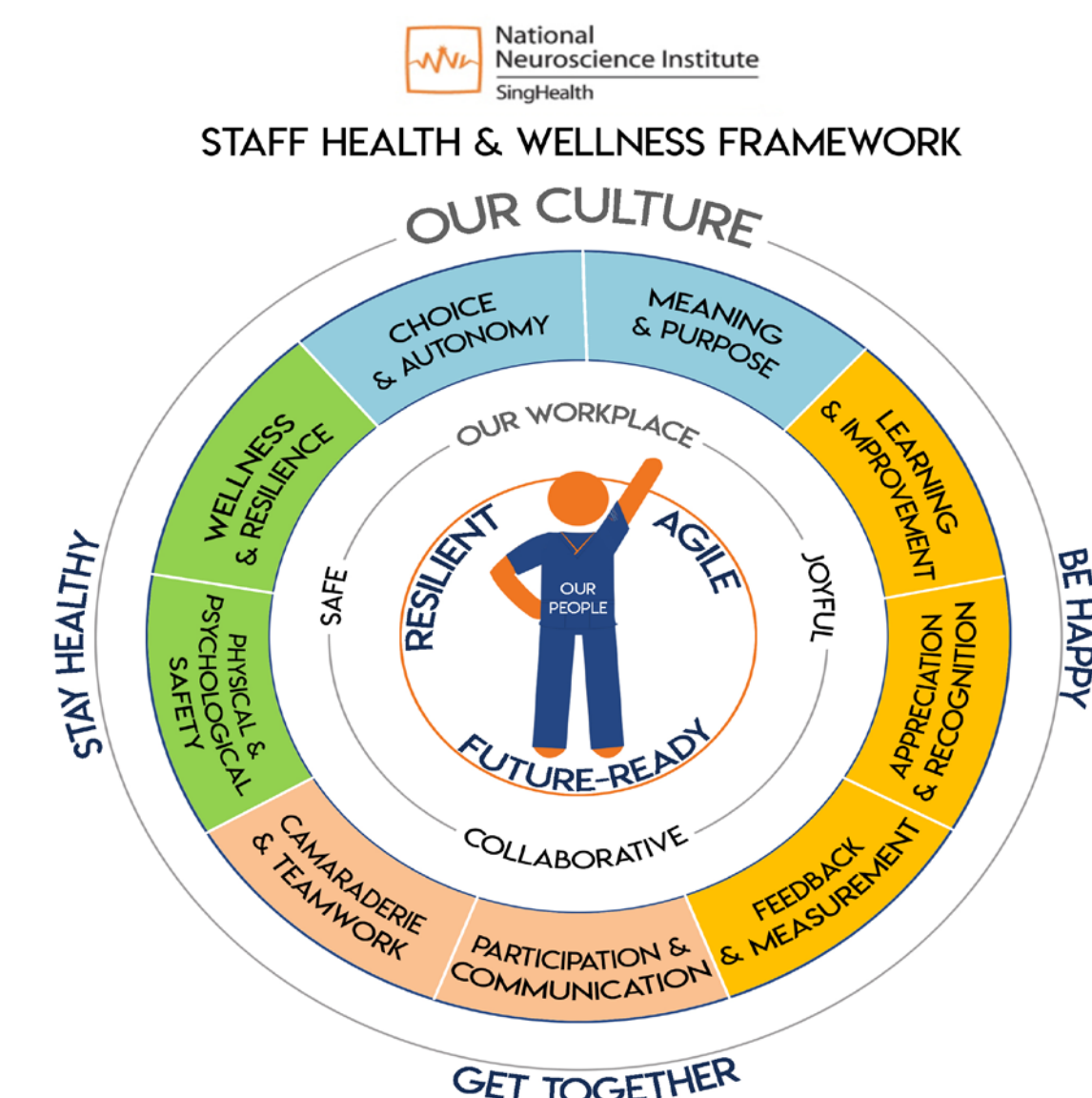
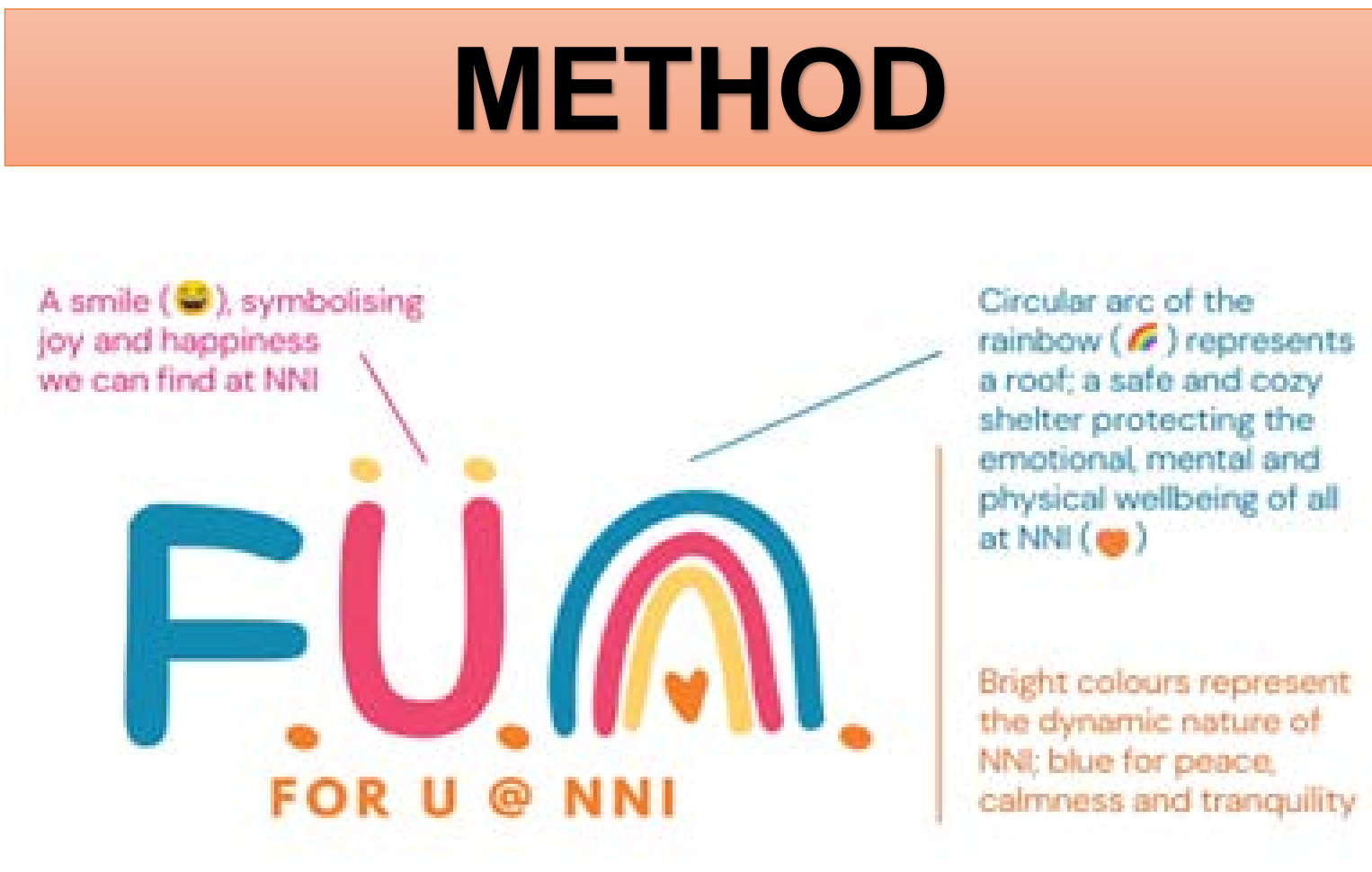
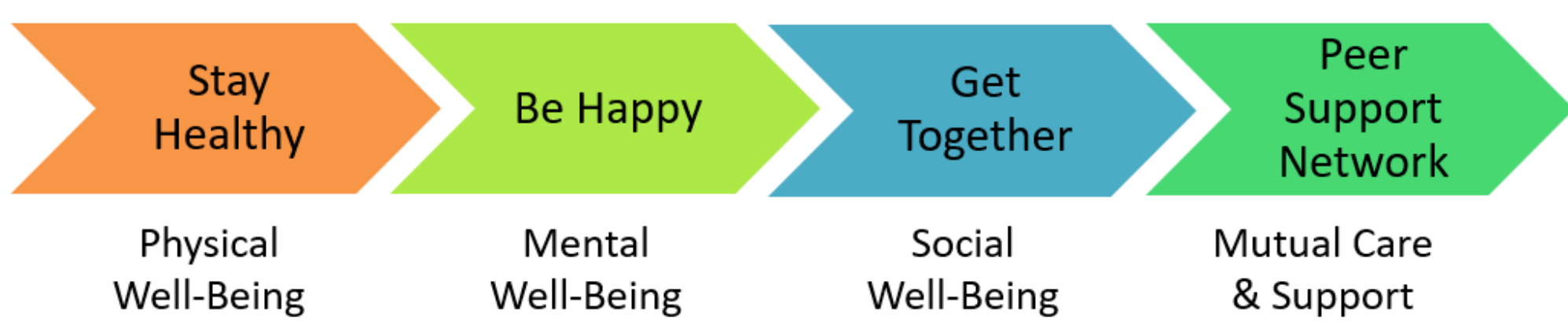
# 'Our People' – a Resilient, Agile and Future Ready Workforce

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## STRATEGIC OBJECTIVE

- In 2021, the National Neuroscience Institute (NNI) undergone a visioning exercise termed 'NeuroVision 2021 – 2025' to refresh our Vision, Mission, Core Values and Strategy Map. One of the workgroups set up as part of the visioning exercise is the "Future Ready Workforce", with a key focus area to build a workforce that is:
  - ✓ Resilient
  - ✓ Agile
  - ✓ Future Ready
- The workgroup conceptualised a strategic plan to build a positive work and learning environment that empowers staff and supervisors to maximise their potential at the workplace through purposeful work. Culture change and the work environment played key roles in this. This led to the formation of the NNI F.U.N. Committee.

**NNI F.U.N. Committee (For U @ NNI)** was established and is co-led by an Institution Wellness Officer (a doctor) and our Chief HR Officer, with 16 members. The 16 members are representatives from the various departments, and they form 4 sub-committees:



The 4 sub-committees are set up in line with the **NNI Staff Health & Wellness Framework**. It aims to have an NNI culture that facilitates a workplace that is safe, joyful and collaborative and allows our staff to be resilient, agile and future ready.

The F.U.N. Committee implemented various health programs and initiatives with the support and participation of NNI Senior Management:

### Stay Healthy

Physical Well-Being

The Stay Healthy subcommittee organised **Annual Sports Day** and **Interest Groups** (such as hiking, Dragonboat and badminton) to boost staff's physical well-being and interest in sports.

### Be Happy

Mental Well-Being

### Peer Support Network

Mutual Care & Support

The Be Happy and Peer Support Network subcommittees introduced various initiatives such as the **NNI Comic Series** containing messages to raise awareness and encourage good working habits. For **Mental Wellness Month** in Oct 2023, they also organised various mindful engagement events, including singing sessions, floral resin coaster workshops, and Zumba workshops for staff to promote on Mental Health Awareness.

### Get Together

Social Well-Being

The Get Together subcommittee organises the annual signature event called **FUN FEST**. It is a month-long series of activities that are meant to bring all NNI staff from across various departments together. Through a variety of activities such as talks, workshops and physical events, these activities provide the opportunity for staff to bond together while building their resilience.

Other than the F.U.N. Committee, NNI also set up the **Workplace Safety & Health Committee**, **Staff Pantry Committee** and **Go Green Committee** in ensuring a safe and sustainable workplace for our staff. Human Resources department also organise various **skills building and preventive health services** such as Sneakers Art Jamming, Health Screening and Flu Vaccination.

## RESULTS

The various initiatives bring NNI positive intangible results, particularly improvement in the Employee Engagement Survey (EES). In the 2023 EES, NNI scored **83% favourable scores** on the Staff Wellness Index. This is an **improvement by 4%** compared to NNI 2021 EES. The Staff Wellness Index is derived from 5 EES questions which all showed improvement.. NNI also scored very favourably compared to external benchmarks namely Singapore norm, Singapore Healthcare norm and Healthcare norm.

Staff Wellness Index	NNI 2021	Singapore Norm	Singapore Healthcare Norm	Healthcare Norm
83	4	5*	7*	5*

EES Category	EES Questions	EES 2021 (scores favourable)	EES 2023 (scores favourable)
Mental Wellness	I have confidence in the systems and procedures set up by the hospital/institution/organisation in the event of workplace bullying and/or harassment.	80%	83%
Career Development	I have the opportunity for professional development and growth in this organisation.	75%	82%
Worklife	I have the flexibility to balance my work and personal responsibilities.	81%	84%
Organisation Culture	Senior Management is interested in the well-being of staff.	79%	84%
Organisation Culture	I would recommend this organisation as a good place to work.	82%	84%

Some qualitative feedback from the 2023 EES also showed appreciation and recognition by NNI staff for the various initiatives:

*"NNI has done well in staff recognition and mental wellbeing, with the various NNI F.U.N. Committee events to build the team spirit and mental wellness"*

*"NNI F.U.N. Committee events provided opportunities for networking and fostering friendly working environment to encourage creativity."*

## CONCLUSIONS

Our PEOPLE are our most important human resources. Looking after our staff's well-being and ensuring they are cared for is an absolute necessity and our promise of care to our staff.

In today's multi-generational workforce, compensation and training alone are no longer sufficient in talent attraction and management. This is especially for the younger generation who places a greater emphasis in having meaning and value in their workplace.

Looking after staff's well-being is a more crucial step in building a resilience, agile and future ready workforce.