

YSPPL Legal Flash

Monthly News 2025

OCTOBER

No Health Without Mental Health

Ref : <https://www.who.int/campaigns/world-mental-health-day/2025>

On 13th October, WSH Council launched the **Handbook on Supporting Employees' Mental Health**. Good mental health will lead to reduced absenteeism, stronger retention, and improved productivity. These ensure adequate and competent workforce is available for safety at work [**Note : World Mental Health Day, 10th Oct**]

RECOMMENDATIONS

1. Nurture a Positive Workplace Culture e.g. create a caring, inclusive work environment and Senior Management role-modelling behaviours that foster care and trust among employees.
2. Establish a Workplace Support System e.g. training supervisors to recognize mental health issues and provide support to employees at risk or recovering from mental health conditions.
3. Facilitate Continued Contribution e.g. implementing Return To Work (RTW) programme and reasonable job accommodations to support employees recovering from mental health conditions.

The above is in line with the advisories issued by the Tripartite Advisory on Mental Health and Well-being at Workplaces consisting of MOM, NTUC and SNEF.

Sustainability in Singapore – Data Centres

Ref : <https://www.straitstimes.com/singapore/environment/can-singapore-keep-the-lights-on-while-cutting-carbon>

EMA issued conditional approvals to import low-carbon electricity from Laos-Thailand-Malaysia-Singapore (200MW), Cambodia (1GW), Indonesia (3.4GW), Vietnam (1.2GW) and Malaysia (1.05GW). This will help support. Data Centres in Singapore consumed 7% of the nation's electricity in 2021 and will expect to reach 12% by 2030. Energy demand is soaring while facing intense regulatory requirements to operate efficiently and sustainably.

- Building Control (Environmental Sustainability) Regulations i.e. Green Mark Certification for building works $\geq 5,000\text{m}^2$ GFA
- Building Control (Environmental Sustainability Measures for Existing Buildings) Regulations (Type 1 Buildings $\geq 5,000\text{m}^2$ GFA, and energy intensity threshold of $6,595\text{ kWhr/m}^2/\text{year}$)
- Energy Conservation (Registrable Corporations) Order
- Energy Conservation (Energy Management Practices) Regulations
- SS715 IT Energy Efficiency Standard



KEY HIGHLIGHTS

Workplaces required to have WSH Committees should consider upgrading to *Total WSH Committees* that look at safety and health together at work :

- Safety
- Occupational health
- Personal health (including both physical and mental well-being)

[<https://www.tal.sg/wshc/programmes/total-workplace-safety-and-health>]

Data Centre that consumes at least 54 TJ/year of energy is a registrable corporation and need to implement energy management practices :

- Appoint energy manager
- Report energy use periodically
- Establish energy efficiency improvement plan
- Implement Energy Management System
- Conduct Energy Efficiency Opportunity Assessment
- Monitor Energy Performance
- Achieve Minimum Energy Efficiency Standards for Water-Cooled Chilled Water Systems