

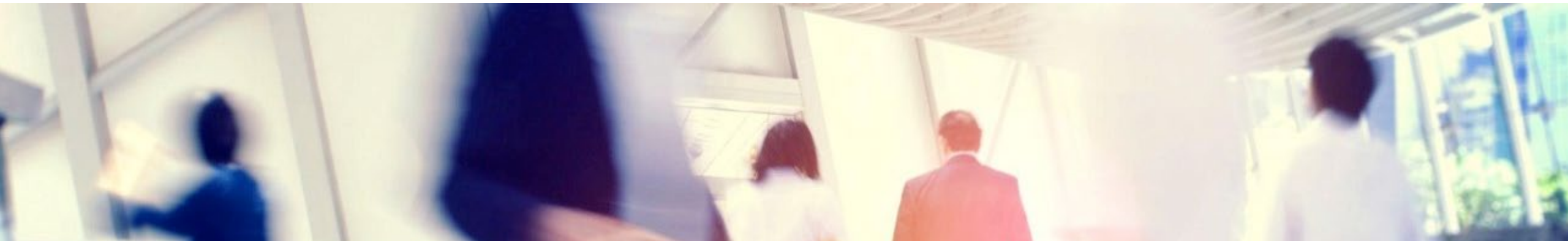


香港城市精神健康聯盟

**City Mental Health  
Alliance** HK

# Potential impact of retirement on employee mental health

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## City Mental Health Alliance HK

Our vision is to create mentally healthy workplaces and inspire health creation in businesses.

Health creation means creating working environments and experiences that are so positive they improve people's health – both physically and mentally

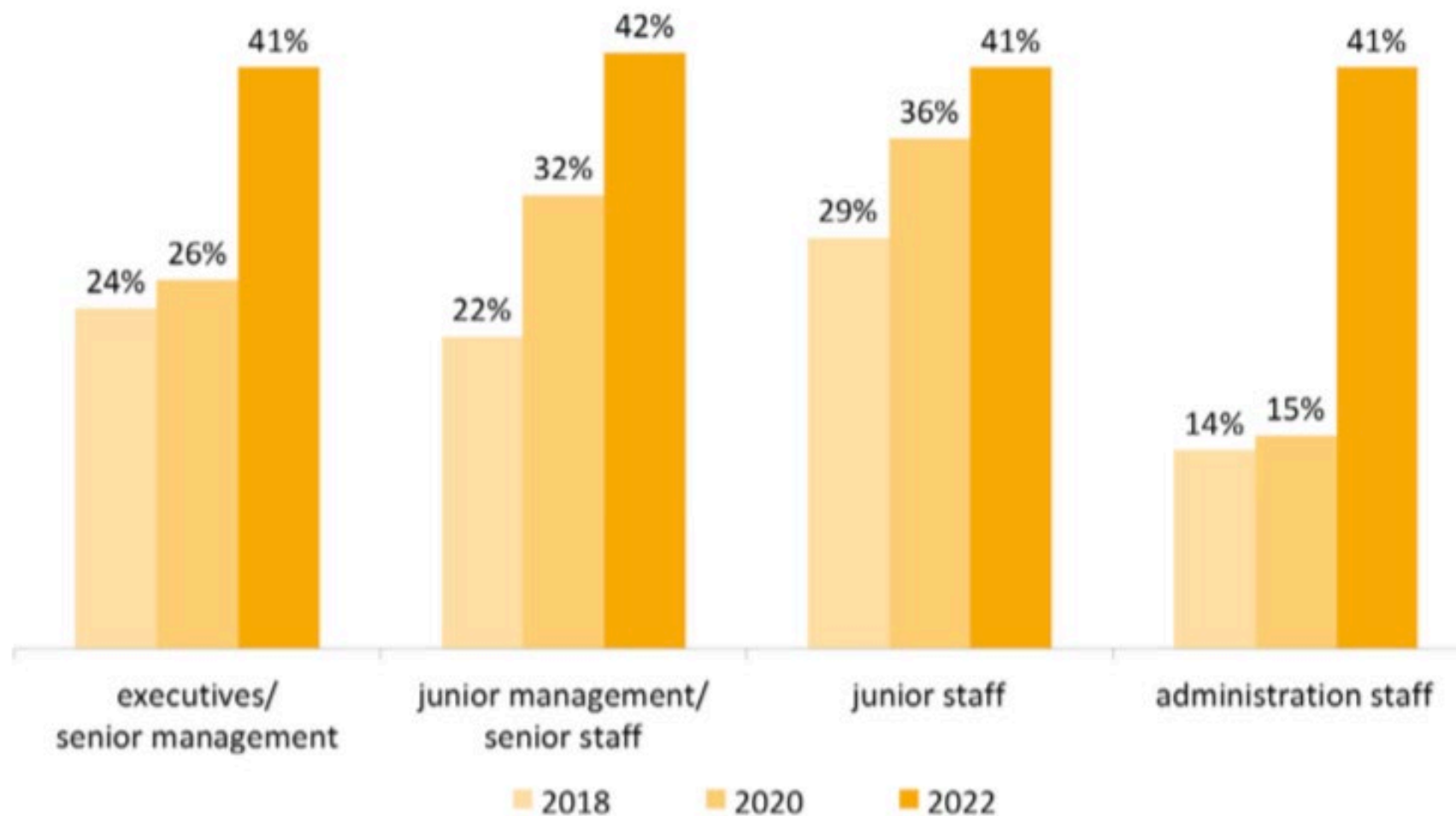
*“Mental health is defined as a **state of well-being** in which every individual realizes their own potential, can **cope** with the normal stresses of life, can **work productively** and fruitfully, and is able to **make a contribution** to their community.”*



## Some numbers

### Employees who experienced mental health problems in the past 12 months

Hong Kong 2018, 2020, 2022; % of respondents; N=424 (2018), N=732 (2020), N=319 (2022)



## Potential areas of concern for employees preparing for retirement

- Loss of identity and purpose - shift in identity and daily routine
- Impact on emotional wellbeing - emotions can range from relief to apprehension
- Concerns about financial security - face potential financial challenges, financial wellbeing and planning should be encouraged early
- Existential reflection - life's purpose and meaning

## Adjustments in retirement

- Social isolation and potential loneliness - lack of structure and stimulation of work colleagues and challenges
- Impact on family relationships - negotiating new interpersonal dynamics with spouse, partner, children and potentially elderly parents
- Faced with health concerns and ageing - these health concerns may arise at a time when the person is facing restricted finances

## Potential areas for employer support

- Mental health literacy training - included for all employees to ensure open conversations around mental health implications at all life-stages
- Access to mental health counselling through EAP for those facing mental health challenges when adjusting to retirement
- Financial literacy education - all employees should be familiar with their financial needs in retirement and MPF, start early in their career
- Retirement workshops and/or coaching - provide group sessions for employees with similar needs or 1:1 coaching sessions for specific needs
- Flexible work arrangements to enable employees to attend retirement planning activities

## What some of our members are doing

- *Currently people who are thinking about the transition to retirement can access our Employee Assistance Program to access counselling and other information and support services, speak with our onsite psychologist, make use of our agile working policy and our coaching faculty*
- *We liaise with our insurer to allow colleagues who are currently group medical plan members to purchase personal medical plan that covers (some) pre-existing medical conditions with lower costs and the exemption from additional underwriting process.*
- *We have end-to-end support for colleagues that includes Pre-Retirement Workshop, Financial/Pension Decision Services, Networking with former colleagues, phased retirement, etc.*



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*Thank you*