

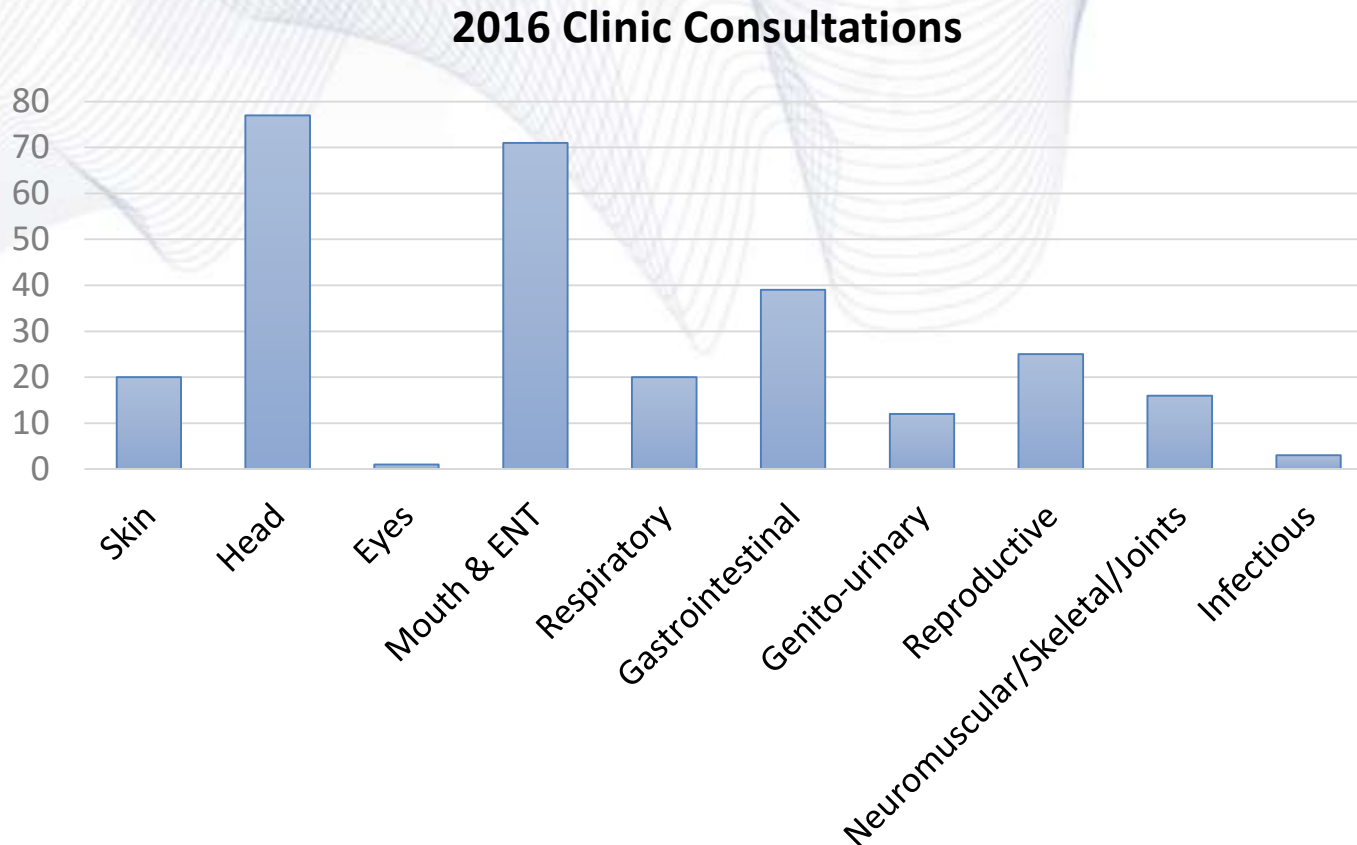
# EMPLOYEE WELLNESS AND DEVELOPMENT

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SM Prime recognizes that its employees are the heart of the Company. Through its Human Resources Department, the Company implements several programs and activities that cater to the health, safety, wellness and professional development of employees.

# Employee Health, Safety and Wellness

## Employee Health Statistics



SM Prime facilitates the distribution and administration of essential vaccines, has a fully functioning clinic and has recently employed the services of a 24 hour roving ambulance service.

# Health Bulletin

## CHIKUNGUNYA VIRUS (CKIK V)

In Makonde (African) language, it means "*that which bends up*" due to the debilitating joint pain that leaves its sufferers stooped over.

1. Incubation Period - From 1 to 12 days
2. Signs and Symptoms
  - headache
  - neck and lower back pain
  - fever up to 40 degrees C
  - petechial rash of the trunk and limbs
  - acute and long term debilitating arthritis with visible swelling of multiple joints
  - nausea and vomiting
3. Diagnostic Tests
  - Serological tests
  - Virus isolation
  - RT – PCR (available in selected DOH/private hospitals/clinics/laboratories)
4. Treatment
  - There are no specific drugs or vaccines to cure and prevent the disease
  - Treatment is directed primarily at relieving the symptoms



## HAND-FOOT AND MOUTH DISEASE (HFMD)

- Is a usually mild but highly contagious viral infection common in young children under 10 years old.
- Caused by Intestinal Virus, HFMD spreads through direct contact with saliva or feces of an infected person.

### How it spreads?

- Fecal to Oral Route
- Skin-to-skin contact (handshakes or hugs).
- Airborne respiratory droplets (cough or sneezes)
- Saliva (Kissing or shared drinks)

### Signs and Symptoms:

- Fever
- Sorethroat
- Feeling unwell
- Painful sores on the tongue, gums and inside of the cheeks
- Red rash on hands, feet or butt (may be itchy, may have blisters)
- Irritability in infants and toddlers
- Loss of appetite

### Prevention

- Wash hands frequently
- Disinfect common areas, toys and pacifiers
- Practice good hygiene (Tell children not to put their fingers, hands or any other objects in their mouths)
- STAY HOME if your child is sick



## ZIKA VIRUS (ZIKV)

The Zika virus was first discovered in the Zika Forest in Uganda in 1947. It is native mainly to tropical Africa, with recent outbreaks in Latin America and the Caribbean Islands.

1. Incubation Period: Unknown, but likely to be a few days to a week
2. Signs and Symptoms
  - Fever
  - Rashes
  - Joint Pain
  - Conjunctivitis
  - Headache and Muscle Pain
3. Diagnostic Tests:
  - Serologic Tests
  - Virus Isolation
  - RT-PCR – available in Center for Disease Control (CDC)
  - 1,000 Test kits available in RITM and 6 DOH hospitals (2 in MM)
4. Treatment
  - There are no specific vaccines or drugs, to cure and prevent the disease.
  - Treatment is directed primarily at relieving the symptoms.



## Dengue Fever is Dangerous

### Mosquitoes are more than Pests

- Dengue is a mosquito-borne viral infection
- It affects infants, young children and adults.
- It is found in tropical and sub-tropical climates worldwide, mostly in urban and semi-urban areas.

**Cause:** Bite of an Aedes mosquito infected with any one of the four dengue viruses.

### SIGNS AND SYMPTOMS

Symptoms appear 3–14 days after the infective bite.

### PREVENTION AND CONTROL

#### 4S Against Dengue

1. Search and Destroy
2. Self-protection Measures
3. Seek early consultation
4. Say Yes to fogging if there is an impending outbreak or hotspot

- Sudden onset of high fever which may last from 2 to 7 days
- Joint and muscle pain and behind the eyes
- Weakness
- Skin rashes
- Nose bleeding when fever starts to subside
- Abdominal pain
- Vomiting of coffee-colored matter
- Dark-colored stools
- Difficulty of breathing



# Wellness Talks



## FINANCIAL WELLNESS



# Sports Activities





# Holiday-themed Activities



# Company Outing





# Company Outing



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# Employee Training and Development

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In commitment to SM Prime's mission to provide opportunities for the professional growth of its employees, it actively conducts training and development programs for its employees. Some of these programs include:

- New Hires' Orientation Program
- Communication Skills Enhancement Program
- Personal Effectiveness Program
- Leadership and Management Development Program
- Information Security Awareness Program

# Training and Development Programs



**CONDUCTING EFFECTIVE  
PERFORMANCE APPRAISALS**



**PROFESSIONAL TELEPHONE SKILLS TRAINING**





# Training and Development Programs



**COACHING FOR PERFORMANCE**



**NEW HIRE ORIENTATION PROGRAM**



# Training and Development Programs



**INFORMATION SECURITY  
AWARENESS**



**EFFECTIVE WORKPLACE  
COMMUNICATION**





# Training and Development Programs

## **PERSONAL EFFECTIVENESS MODULE: Dealing with Workplace Conflicts**

