



# MANAGING MENTAL HEALTH IN THE WORKPLACE

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PROACTIVE  
COMPREHENSIVE  
MENTAL HEALTH  
PROGRAMME



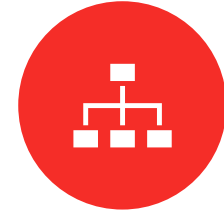
MENTAL HEALTH  
TRENDS (HISTORIC,  
CURRENT, FUTURE  
PROJECTIONS)



DRIVERS OF MENTAL  
ILL-HEALTH – MULTI-  
DISCIPLINARY



DATA DRIVEN – (SICK  
LEAVE DATA ANALYSIS,  
MEDICAL INCAPACITY,  
EWP, PRODUCTIVITY  
MEASURES)

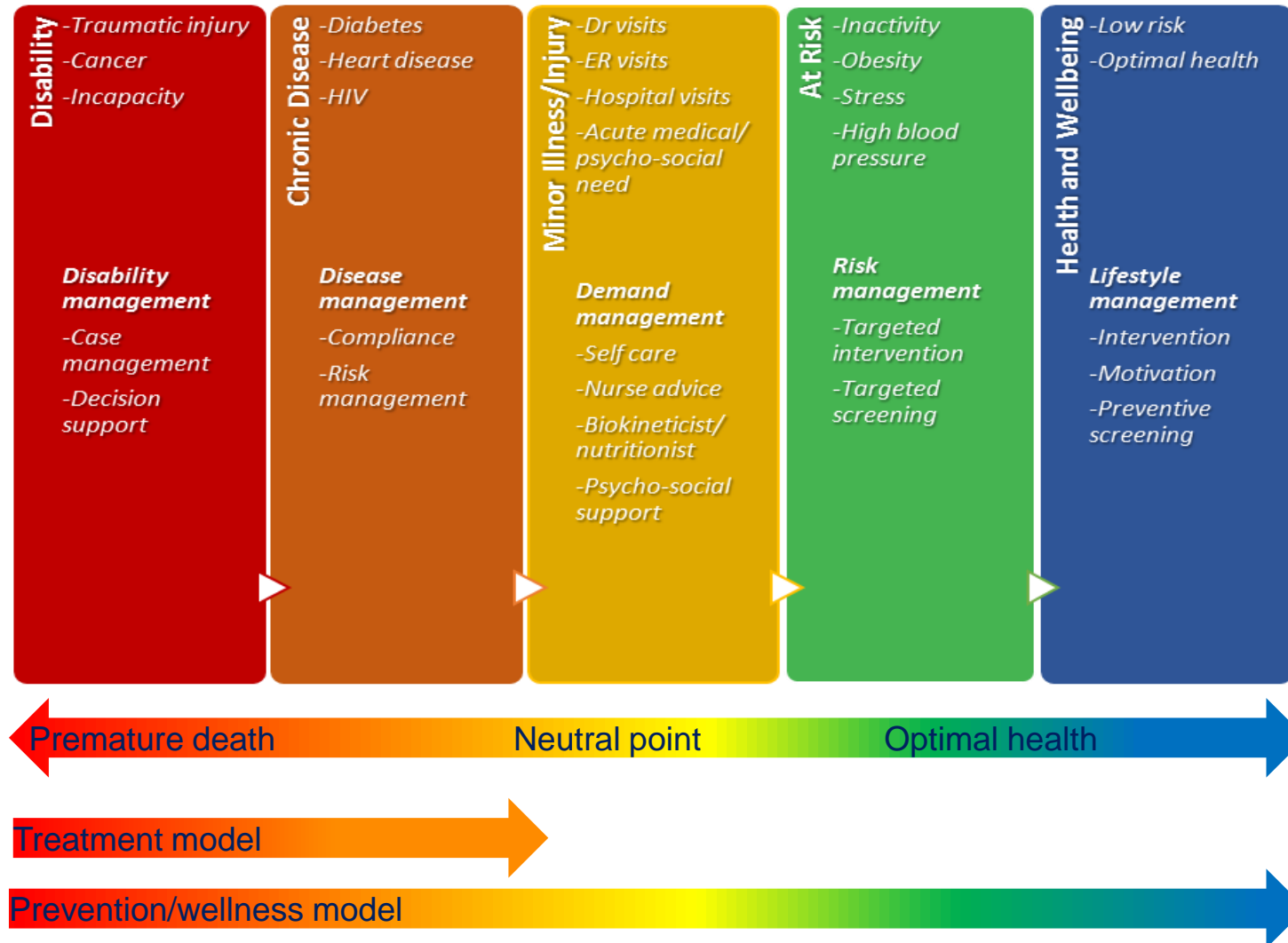


MULTI-STAKEHOLDER  
(INTERNAL VS  
EXTERNAL)



MULTIPLE DATA  
SOURCES (HR DATA,  
EWP, PENSION FUND,  
MEDICAL SCHEME)

# HEALTH & WELLNESS CONTINUUM





# What is a proactive mental health programme



**Primary Prevention:** aims to prevent mental disease or injury before it ever occurs

- Create awareness and education
- Preventing exposures to drivers of mental illness
- Altering unhealthy or unsafe behaviours that can lead to mental illness
- Increasing resistance to disease or injury should exposure occur



**Secondary Prevention:** aims to reduce the impact of a disease or injury that has already occurred.

- Early detection
- Early access to treatment as soon as possible to halt or slow its progress
- Encouraging personal strategies to prevent relapse or recurrence,
- Implementing programs to return people to their original health and function
- Prevent long-term complications



**Tertiary Prevention :** aims to soften the impact of an ongoing illness

- Helping people manage long-term, complications (incapacity)
- Improve as much as possible their ability to function
- Improve quality of life and life expectancy

# 8 DIMENSIONS OF WELLNESS





**Multi-stakeholder**



**Internal**

Employees & employee  
representatives  
Line Manager  
HR & ER  
Health & Wellness Team  
Leadership buy-in  
Policy enabled



**External**

Partners (Pro-active/Reactive)  
Medical Scheme  
Pension Fund/Disability Fund



**Multi-platform, digitally  
enabled**

# COMPONENTS OF A COMPREHENSIVE MENTAL HEALTH PROGRAMME



- Commonest cause of stress
- Financial Literacy Programmes (Budgeting, Saving etc.)
- Support employees with building a strong financial foundation and minimise financial stress



- Education & Awareness on mental illness
- Empowered to recognize and cope with changes & stress (Resilience/grit)
- Cultivate positive attitude and optimistic outlook towards life
- Pro-active, outbound, technology-enabled EWP



- Understanding how our bodies perform physically and connect it to how we feel mentally
- Promoting optimal levels of physical activity – exercise as both prevention and treatment
- Maintaining proper nutrition
- Encouraging adequate sleep and downtime
- Learning to recognize early warning of signs of physical ill-health

# COMPONENTS OF A COMPREHENSIVE MENTAL HEALTH PROGRAMME



- Culture that enables meaningful relationships at work
- Support systems and interconnectedness in the workplace
- Embracing our diverse culture as a competitive advantage



- An environment that stimulates curiosity to learn new things
- Engage in creative and mentally stimulating activities
- Activities that expand our knowledge and skills



- Increase the awareness of career opportunities available to everyone
- Challenge barriers that limit career progression
- Career choices that reflect ones values, preferences, interests and skills



# COMPONENTS OF A COMPREHENSIVE MENTAL HEALTH PROGRAMME



- Harmonious interaction & co-existence with our work environment
- Strong environmental consciousness
- Creating a hazard free & safe environment



- Values and beliefs that provide a purpose
- The sense of meaning and purpose in our work
- The state of harmony with self and others
- Balance personal needs with the rest of the organization

# Physical & Emotional Wellness

- **PRIMARY**

- Education and Awareness – Health Calendar/Training Portal
- De-stigmatisation Programmes (#MyStory)
- Declaration Campaign
- Line Manager training – Employees in distress
- Annual physical & mental screening
- Proactive Outbound Check-in – EWP Partner
- Resilience/GRIT Training
- Move More, Eat Well, Sleep Better, Be Mindful

- **SECONDARY**

- Proactive referral post screening
- Early Access to Care (Collaborate)
- Proactive leave management
- RTW
- Workplace Support Groups

- **TERTIARY**

- Graded RTW (Multi -Stakeholder)
- Reasonable Accommodation
- Alternative Placement
- Team interventions (if indicated)



# Financial Wellness

- **PRIMARY**

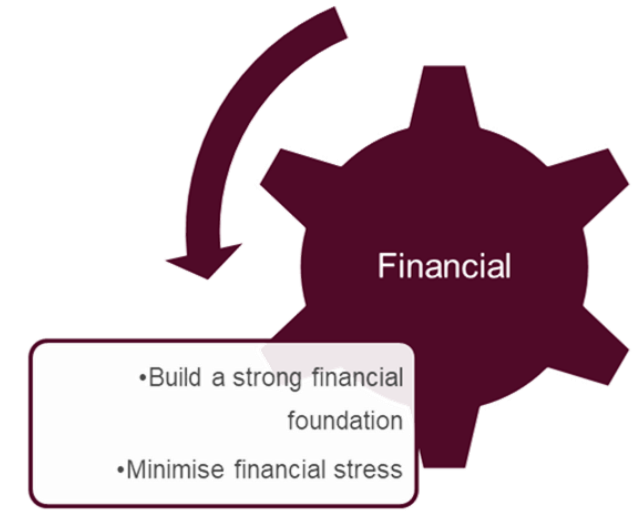
- Financial Institution – Condition of employment
- Pre-employment screening
- Annual Financial screening
- Financial Literacy Programmes - Customised
  - On-Boarding
  - Employee Lifecycle - 7 Moments that Matter

- **SECONDARY**

- Financial Coaching Clinics
- Early Warning Alerts
- Collections – Dedicated line employees
- Track staff delinquent accounts
- Debt Restructuring

- **TERTIARY**

- Staff Debt Consolidation
- Referral – Debt Counselling
- Disciplinary Proceedings





The cost of not treating mental illness far outweighs the cost of early identification and access to treatment



Mental illness has both direct and indirect costs to business



\$1 spent on EAP yields returns \$1-\$8 (Forbes Magazine)



Some workplace practices contribute to mental ill-health



Companies should and have a greater role to play  
&  
Policy reform & Framework

) Thank you (