



## Workplace Program

The core aspects of this program are in line with guidelines outlined by the World Health Organisation (2005) in acknowledgment of the crucial role that companies have in developing policies to promote the mental health of employees, and to prevent and treat mental health difficulties.

As purported by the World Health Organisation, mental health problems such as depression, anxiety, substance abuse and stress are common, affecting individuals, their families, co-workers and the day-to-day running of a business. Mental health difficulties and psychological stress have been found to have a direct impact on workplaces through increased absenteeism, reduced productivity and increased organisational costs.

Mental health problems result from a complex interplay between biological, psychological, social and environmental factors. Evidence suggests that the workplace can play a role in the development of mental health problems at work. At the same time, companies that take a proactive stance to wellbeing can be an invaluable source of support to individuals going through mental health difficulties.

Notwithstanding, given the stigma attached to mental illness, workers with mental health difficulties worry about disclosing mental health strains at the place of work. This training program is congruent with research showing that disclosure tends to most commonly take place with supervising and/or managerial staff (Jones, 2011).

This 10-hour wellbeing program will be delivered in a group setting by two professionals trained in Clinical Psychology. This training will take a biopsychosocial perspective and will address mental health awareness, identification of mental health issues at the workplace, and will equip employers and employees with a sensitive approach to mental health concerns on an individual and organisational level.

Through this workplace program, participants will gain awareness around how mental health issues present themselves and can affect day-to-day functioning at the place of work. Furthermore, participants will achieve an enhanced sensitivity towards the various challenges one may face when dealing with mental health difficulties at the place of work.

Research on the reasons for disclosure highlights the workers' need to alleviate the stress associated to poor mental health and the extra burden of having to hide such difficulties (Jones, 2011). In this respect, this program aims to foster a community of care within the workplace, which nurtures the development of human potential. Facilitating strategies of how employees can be supported is recommended to enable a proactive approach to mitigate the negative impact of mental health difficulties on an organisation. The *Healthy Steps Workplace Program* addresses these aims through the following systematic steps carried out over a 3-day program:



# Healthy Steps

## 3-Day Workplace Program

<i>Day One</i>	<b>Step 1 - Building Awareness &amp; Reflexivity</b> <ul style="list-style-type: none"><li>• Mental wellbeing - Myths and truths.</li><li>• The impact of poor mental health on working relationships and on the efficacy and effectiveness of the organisation.</li><li>• Identifying and addressing the barriers to manage mental health issues amongst co-workers.</li></ul>	Duration: 3 ½ hours
<i>Day Two</i>	<b>Step 2 -Identifying Mental Health Issues</b> <ul style="list-style-type: none"><li>• Personal and work-related factors that impinge on individuals' mental health and wellbeing.</li><li>• Awareness of the most common mental health difficulties.</li><li>• Facilitating the identification of symptoms.</li></ul>	Duration: 3 ½ hours
<i>Day Three</i>	<b>Step 3 - Overcoming Barriers</b> <ul style="list-style-type: none"><li>• Responding to mental health difficulties - Educating towards best practice according to the <i>National Institute for Health Care and Excellence (NICE)</i>.</li><li>• Building communication pathways - Facilitating a support network that fosters a sense of care and empowerment towards wellbeing.</li></ul>	Duration: 3 hours

*Certificate of attendance to be awarded to participants*

### References

Jones, A.M. (2011). Disclosure of mental illness in the workplace: A literature review. *American Journal of Psychiatric Rehabilitation*, 14(3), 212-229, DOI:10.1080/15487768.2011.598101

World Health Organisation (WHO). (2005). *Mental health policies and programmes in the workplace [Mental health policy and service guidance package]*. Geneva, Switzerland: WHO.



## Application Form – Healthy Steps Workplace Program

Course Duration: 10 hours spread over 3 days

Kindly complete and submit this application form, enclosing the specified fee of 45€ p/p\*

\* Fee is inclusive of all material provided

### Company Details:

Name of Company / Business / Employer: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_ Post Code: \_\_\_\_\_

VAT No.: \_\_\_\_\_ Tel.: \_\_\_\_\_

Contact Person/s: \_\_\_\_\_

Designation/s: \_\_\_\_\_

Email: \_\_\_\_\_

### Method of Payment:

Bank name: \_\_\_\_\_ Cheque number: \_\_\_\_\_

**Note** – Applications need to be sent with the settlement of payment. **Cheques need to be payable to Mary Rose Bartolo or Allison Zammit Said and sent to either of the following addresses; Birguma Heights Apts, Blk C Flat 5 Triq Andrea Debono, Birguma, Malta or North View, 28 ta' April 1688, Sannat, Gozo.**

### Participant Details:

Number of participants: \_\_\_\_\_

Employee designations:  Executive level  Management level  Functional level

*Payment conditions: 50% of the amount stipulated above may be charged for cancelations made fifteen days prior to the date of training commencement.*