

Mental health in the WorkPlace

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Outline

- General statistics
- What mental health is
- Effect of Mental ill health on Work
- Personal problems that may cause distress
- Common workplace problems
- Effect of work on Mental health
- Managing mental health in the workplace



General Statistics

- Global burden of disease – 1 in 4 will experience mental illness in their lifetime
- 1 in 10 labouring under a mental illness worldwide - WHO
- Projections are expected to rise to 1 in 4 due to Covid-19
- 2 common disorders – Anxiety & Depression
- Someone dies by suicide every 40 seconds. It is estimated to rise to 1 in 20 sec by the end of 2020
- Males are more 4 times more likely to die by suicide than females
- 79 % of suicides occur in low to middle income countries



What is Health?

“A state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”

- *World Health Organization (WHO)*

What is Mental Health?

- Mental health includes our emotional, psychological, and social well-being.
- It affects how we think, feel, and act.
- It is who you are - how you work, handle stress, relate to others, make choices, etc
- Mental illness - a diagnosable condition which causes serious disorder in a person's behaviour or thinking
- Absence of mental illness is not equivalent to sound mental health
- There is no health without mental health



Effect of Mental Ill health on Work

- Evidence suggests 12.7% of all sickness absence days in the UK can be attributed to mental health conditions.
- Depression & anxiety have a significant economic impact; the estimated cost to the global economy is US\$ 1 trillion per year in lost productivity.
- For every US\$ 1 put into scaled up treatment for common mental disorders, there is a return of US\$ 4 in improved health and productivity.



Effect of Mental Ill Health on Work



- Absenteeism
- Low productivity
- Presenteeism
- Team demoralization
- Conflicts
- Work overload as employees compensate

Personal Problems that often Result in Employee Distress

1. Marital problems
2. GBV
3. Alcohol and drug
4. Illness of a loved one – chronic or acute
5. General health
6. Bereavement & grief
7. Debt
8. Personality - Anger





Negative Effects of Excess Work on Mental Health

- Work is good for mental health but a negative working environment can lead to physical and mental health problems.
- Depression, anxiety
- Alcohol and drug use
- Relationship problems
- Poor physical health
- Poor sexual health – reduced libido, infertility, miscarriage
- Poor diet (inadequate nutrition)

Common Workplace Problems

- Absenteeism
- Sexual harassment
- Bullying
- Work overload
- Under-utilization or job ambiguity
- Poor interpersonal relationships
- Substance abuse
- Toxic working environments
- Personality problems
- Physical conditions
- Inadequate health and safety policies

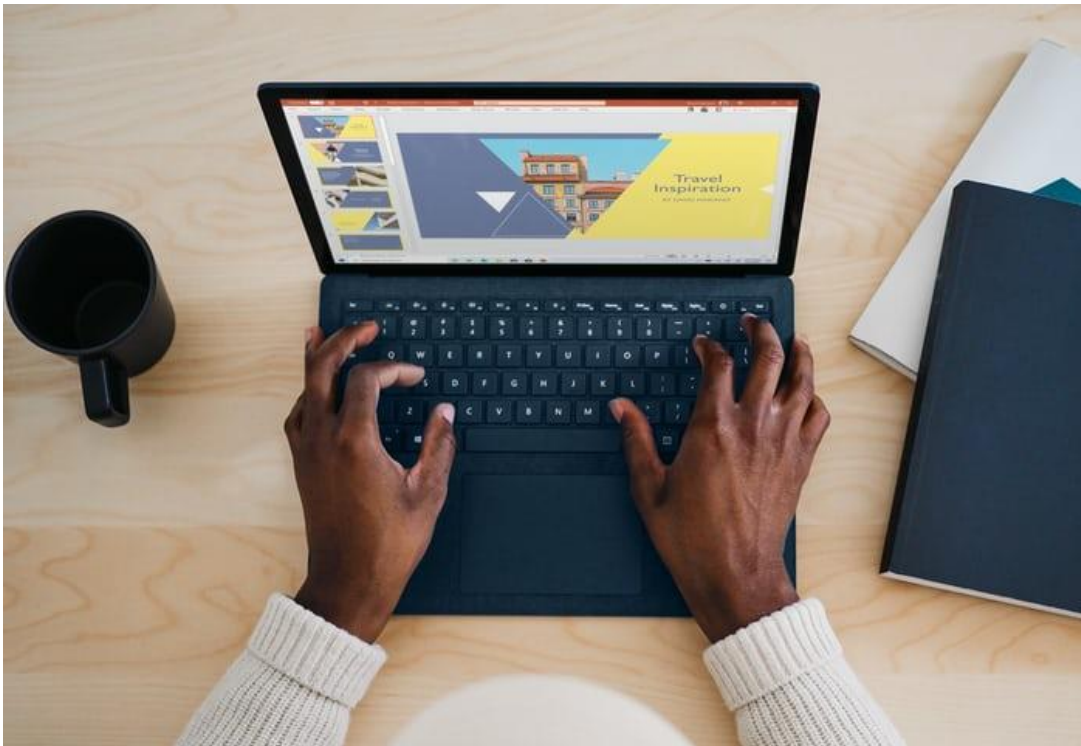




Managing Mental Health in The Workplace: Group

- Communication culture
- Clarify roles
- Punish the offenders – harassers, lazies,
- Clarify HR policies
- Mental health talks –
- Pay ear to suggestions
- Team building

Managing Mental Health in The Workplace: Self



- Clarify your roles and responsibilities
- Avoid office politics – gossip, rumours, etc
- Establish boundaries – work conflict, overtime,
- Self care – health lifestyle, eat healthy, exercise, socialise, hydrate, avoid alcohol, rest (sleep)



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