

SOLDIERING ON & BREEZING THROUGH LIFE

Mental Health in Workplace

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MENTAL HEALTH AND THE WORKPLACE – DR ANGEL CHIRWA



- Dr. Chirwa is a seasoned medical practitioner with over ten years of experience in clinical medicine and mental health in the public and private sectors. She thrives on supporting individuals and organizations on psychological well-being, wellness, leadership, and culture. Her goal as a practitioner and researcher is to prevent disease, preserve life, and restore and uphold respect and dignity for everyone she encounters.
- She holds a Master of Medicine in Psychiatry and Mental Health from the University of Zambia School of Medicine. Currently, she works as a Consultant Psychiatrist and lecturer at the largest tertiary institution in Zambia. Her Nutrition and Pain Management training augments her mission to provide empathetic, practical, sustainable, holistic, and culturally sensitive solutions to health and wellness.



Is it still the elephant in
the Room?





Mental Health

- a state of mental well-being that **enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community**
- an integral component of health and well-being that underpins our individual and collective abilities **to make decisions, build relationships and shape the world we live in**
- is a basic human right, **crucial to personal, community and socio-economic development.**

Why in the Workplace?



Health is Wealth



Most of our time is spent at work



Toxic workplace (aka environment) = Risk to mental health



Poor mental health affects work

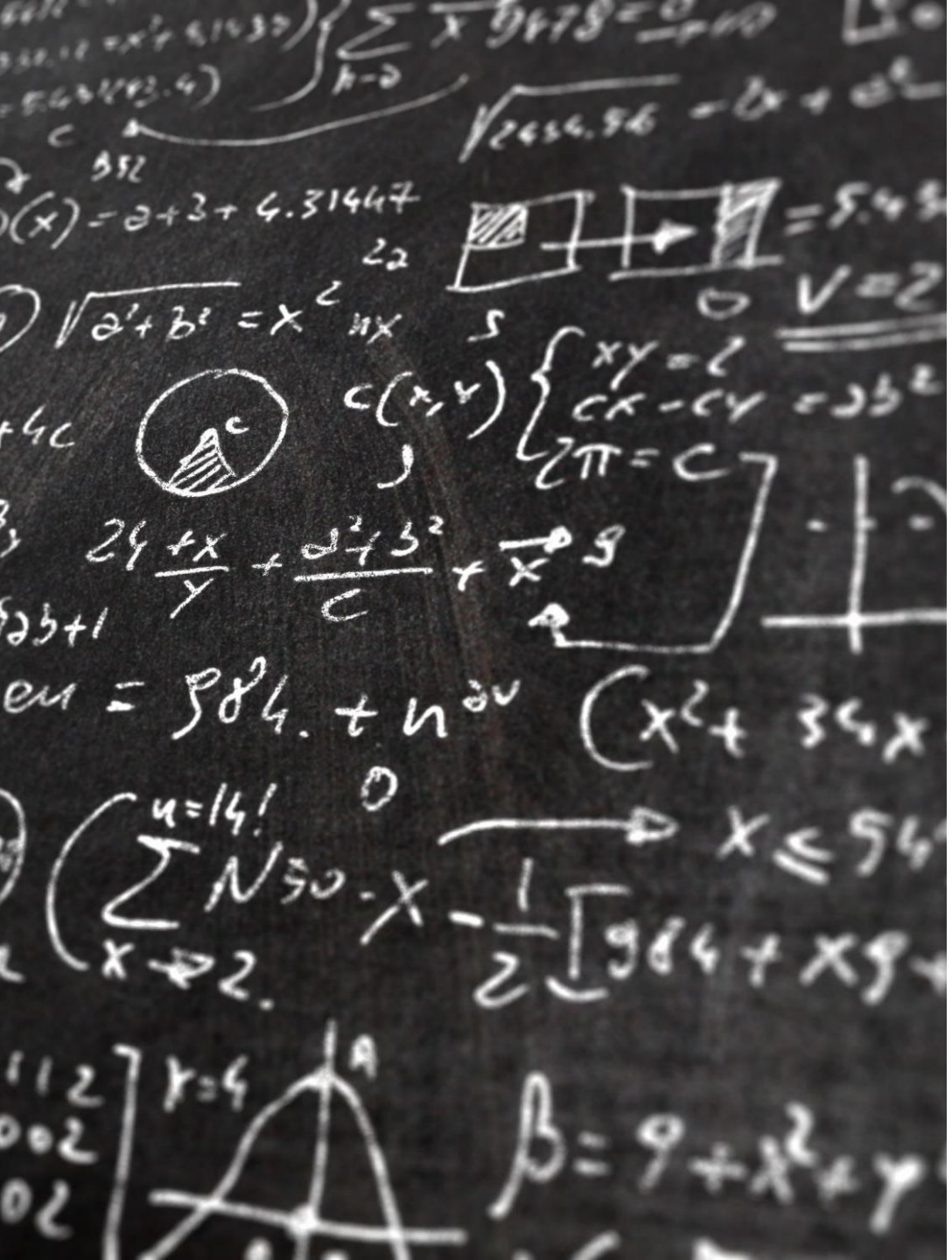


Requires legislation and regulation, organizational strategies, manager training and interventions for workers

Healthy Workplace

- Communication
- Gossip
- Bullying
- Abuse
- Performance management and Appraisals
- Recognition and Reward
- Managing Life events - Grief, divorce, illness (self or relative)
- Incentives
- Support and Access





Workplace – Mental Health Policy/Plan/Program

- Background
 - Mental health cuts costs and increases revenue
- Experience
 - Your own or others is a good teacher
 - Lessons from 20 years in Mental health





Insurance Co. as the Workplace



What is the Mental Health Policy/Plan/Program for your organization?



What is the culture in your organization?



What is the work environment like, in your organization?



Mental Health Coverage – what's the principle behind coverage?



What is Stigma?



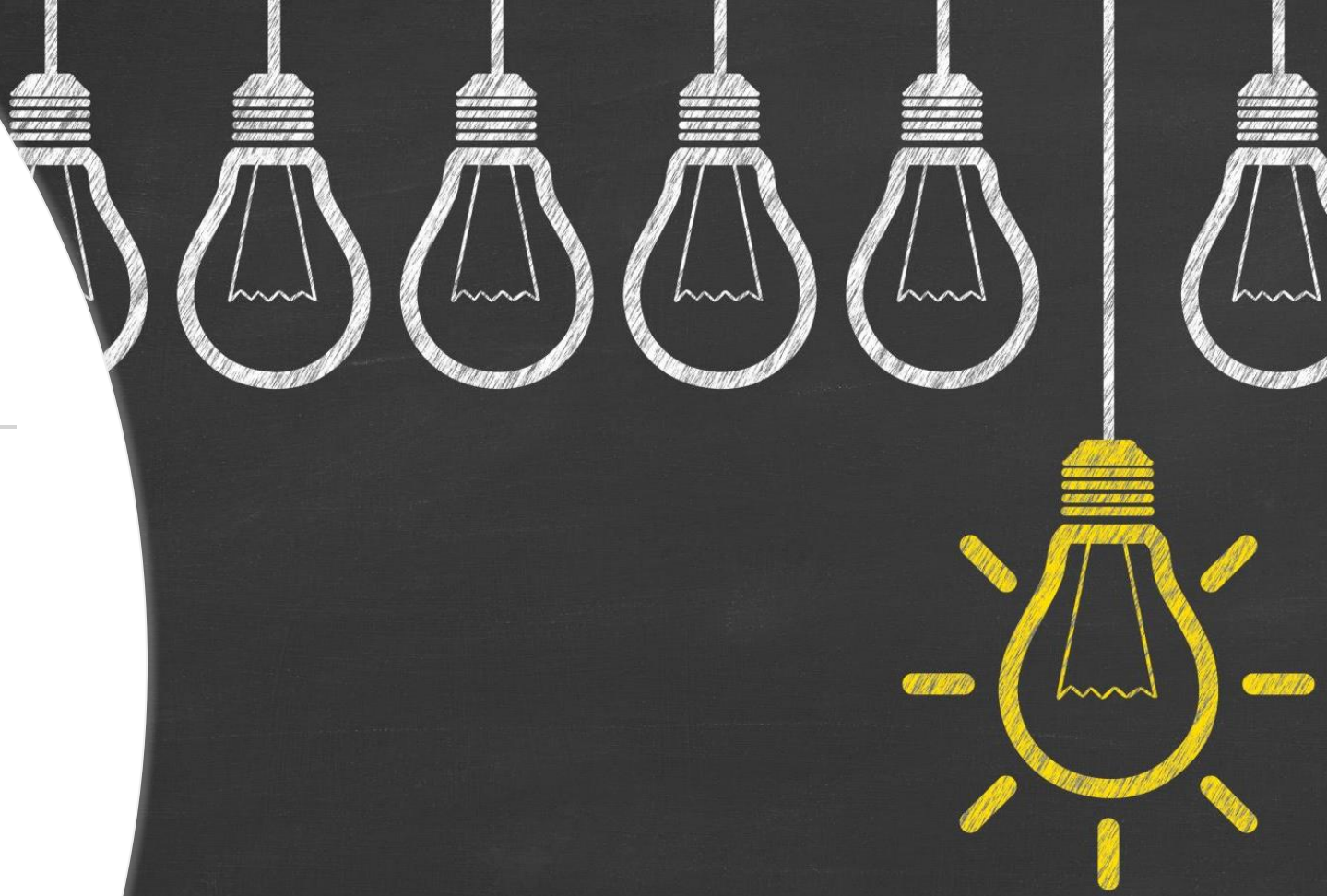
Is Addiction a disease?

Leadership

Organizational investment

Lessons from Gen Z

Our individual role



References

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Thank you

