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Workplace Wellbeing
Feel Better, Work Better



Workplace Wellbeing Programme

An innovative service by IFT—Malta supporting organisations to implement effective mental health practices at work.

All organisations can benefit from establishing wellbeing initiatives at work — Workplace Wellbeing is a new service dedicated to supporting organisations set up their own workplace wellbeing standards.

A Workplace Wellbeing Programme is flexible and customisable to different organisational needs and circumstances, and can be adapted to the required Quality Assurance Standards. Our team of professionals consult and collaborate with clients to assist in the design, setup, and implementation of a Workplace Wellbeing Policy.

This will enrich organisational culture, improving the overall wellbeing at your workplace.

Why mental health at the workplace?

As the world keeps reshaping where and how people work, protecting mental health is fast becoming a priority for many.

Recent events like the COVID-19 pandemic have disrupted labour markets and accelerated the pace of change. Almost all jobs have experienced a degree of disruption, which for many created and exacerbated pressure around their work and life. Such stressors increase the potential to undermine people's psychological and emotional wellbeing.

There is a cyclical relationship between workplace wellbeing and a person's mental health. A safe working environment improves workplace wellbeing, which in turn improves personal wellbeing at home, leading to a better quality of life which supports mental wellbeing, feeding back into working life.

As of 2022, almost 60% of the world's population

works. The impact of deteriorating mental health conditions is felt across the economic spectrum, irrespective of whether these conditions were caused by work. Globally, 15% of working-age adults live with a mental disorder — WHO estimates that 12 billion workdays are lost annually due to depression and anxiety alone, costing the global economy US\$1 trillion.

People enjoying good mental health are better able to cope with life's stresses, realise their own abilities, learn, work well, and contribute actively to their communities. Safe, healthy and inclusive workplaces not only enhance mental and physical health but also reduce absenteeism, improve work performance and productivity, boost staff morale and motivation, and minimise conflict between colleagues. Investing in workplace wellbeing can effectively help prepare for the future of work within a fast and constantly changing world. We at IFT—Malta are here to support you with this important investment in your workforce.

Training in Mental Health Literacy and Awareness

A workshop aimed at improving participants' mental health-related knowledge and attitudes at work, and eliminating stigma.

Employees will learn how to support themselves and their colleagues through increased competences around significant mental health notions, and gain knowledge of available local services.

Training in Mental Health for Managers

A workshop aimed at supporting managers and supervisors in identifying mental health needs of their staff.

Managers and supervisors will improve their knowledge and attitudes toward mental wellbeing, learn basic identification of mental health warning signs, and promote their staff's help-seeking behaviour.

Throughout the workshop participants will develop the capacity to protect and support themselves and their teams, fostering a safe and inclusive workplace.

As of 2022, almost 60% of the world's population is in work.

15% of working-age adults were estimated to have a mental health condition in 2019.

Bespoke Workshops for Organisations

A workshop by request, designed collaboratively with organisations to tackle specific needs at different levels of employment.

Workplace Wellbeing develops and delivers custom designed workshops around the required mental wellbeing themes in an organisation. These workshops can range from two to four hours and are created to suit the organisation's specifications.

These workshops are adapted to meet the needs of different levels of employment within organisations. A certificate of attendance will be provided to all participants.

Topics covered, amongst others:

- Preventing burnout & self-care
- Work-Life balance
- Mindfulness in the workplace
- Understanding and dealing with depression and anxiety
- Maintaining effective collegial relationships
- Effective communication in organisations
- Supporting employees with mental health difficulties
- Psychological safety within teams
- Managing crises

Group Supervision for client-facing roles

A service aimed at empowering development in client-facing roles, helping elevate organisations' customer experience.

At its core, group supervision is a process of collaborative learning that helps people reflect on and grow their knowledge and skills as a team, through regular professional intervention.

Client-facing roles in particular have the power to shape an organisation's customer experience and consequently its reputation. As the interface between the organisation and the customer, client-facing roles are by default vulnerable to various pressures.

These group supervision sessions will focus on



empowering people in their different roles to make sure they have the skills to both engage and support clients as well as have the necessary self-care skills to deal with particularly stressful situations.

WHO estimates that 1 in 5 people experienced a mental health condition at the workplace.

12 billion working days are lost every year to depression and anxiety.

Policy Development and Implementation

A service aimed at strengthening the Quality Assurance Standards of your organisation through consolidating a mental health policy.

For organisations interested in promoting the mental health of their employees and to meet Quality Assurance standards, creating and implementing a Mental Health Policy is essential. A well-formulated mental health policy provides a road map for introducing measures to improve mental health for people within their organisation.

By developing, implementing and promoting mental health policies, organisations ensure safer and stronger workplaces. Policies also raise the standard of your organisation by being



in line with EU standards and WHO guidelines. Organisations with a robust mental health policy also provide peace of mind to employees at all levels.

Employee Assistance Programme

A service aimed at building trust and creating safer workplaces, while improving the quality of life for staff and their families.

Organisations have a unique opportunity to build a culture of trust with their workforce by sending the meaningful message that the wellbeing of their employees, and that of their families, matters.

With an Employee Assistance Programme an organisation offers its employees assistance through access to professional and specialist psycho-relational interventions for personal issues. It improves mental wellbeing and develops healthy relationships, all of which boost work performance and effectiveness.



An Employee Assistance Programme is proven to build a culture of trust at the workplace. It helps reduce absenteeism, staff turnover and healthcare costs, while increasing productivity, staff retention and employee involvement.

US\$ 1 trillion cost to the global economy due to depression and anxiety, mostly from reduced productivity.



Let's talk

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References

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