STAFF WELL-BEING AND MENTAL HEALTH FOR ORGANISATIONS WORKING WITHIN THE SOCIAL SECTOR

HENRY CIPRIOTT

MALTA
Importance of workplace well-being

Evidence shows that people with positive well-being:

▪ Live longer
▪ Have less coronary heart disease
▪ Are more likely to survive cancer

Benefits to organisations:

▪ Increased staff commitment and productivity
▪ Better staff retention
▪ Reduced sick leave and absenteeism
▪ An enhanced reputation (employer branding)
Importance of workplace well-being

- Many studies show a direct link between productivity levels and the general well-being of the workforce.

- Encouraging good mental health is key to ensuring that employees feel motivated and supported in their job.

- Lack of recognition may give rise to workplace difficulties, such as stress and conflict.
Aġenzija Sapport is committed to enhance the quality of life of persons with disability through innovative personalised support, expertise, and advocacy

mission statement
serving 1,000+ clients

and supporting many family members and carers of persons with disability
500+

employees within aġenzija sapport
over 15 different careers within aġenzija sapport
- Social Workers
- Occupational Therapists
- Sign Language Interpreters
- Nurses
- Managers, Leaders and Coordinators
- Accountants
- Marketing professionals
- Researchers
- ICT Executives
- EU Projects Executives
- Support Workers
Well-being initiatives within Aġenzija Sapport

- The well-being of employees working within our Agency is crucial for the service to be provided to the highest performance.

- We require employees to be focused in order to provide the best service to the service-users.

- We strive to ensure that employees are continually motivated and satisfied within their job, through several initiatives being implemented at different levels.
Well-being initiatives within Aġenzija Sapport

October: Staff Well-Being Month
Well-being initiatives within Agency Support

Team Meetings and Team Building Activities
Well-being initiatives within Agency Support

Health Awareness and Health Promotion Sessions
Well-being initiatives within Agency Support

Employee Assistance Fund

- Fund financed by employees themselves aimed at showing solidarity and giving support to employees encountering difficult circumstances in their personal life.

- A voluntary scheme, whereby a small amount of the employee’s salary is deducted from each pay period and saved within a central fund.
Well-being initiatives within Agency Support

EAP & ESP

- Support towards employees experiencing mental health issues given in the form of free psychological sessions.

- Both the EAP and the ESP are support programmes offered on a confidential basis.
Well-being initiatives within Agency Support

Staff Training
Well-being initiatives within Agency Support

Supervisions and Support Groups
Maintaining a healthy work-life balance is not only important for health and relationships, but it can also improve our employees’ productivity and performance.

When employees are unable to separate work from home, the chances of burnout are massively increased.
Well-being initiatives within Aġenzija Sapport

A few work-life balance measures offered by Aġenzija Sapport:

▪ Flexible Work Schedule
▪ Telework
▪ Reduced Hours
▪ Parental Leave & Career Break
Well-being initiatives within Agency Support

Enhancing Staff Welfare and Well-Being Policy

- It demonstrates our commitment towards staff well-being and the actions we intend to take to promote healthy habits and behaviours.

- The scope of this policy is to act in promoting well-being and responding to mental health concerns.
Well-being initiatives within Agency Support

Mental Health First Aid
Tips for Leaders and Managers

- Encourage a culture of openness
- Lead by example
- Encourage time off
- Be available for your staff
- Treat people as individuals
- Create opportunities for coaching, learning and development
- Involve staff in decision-making
- Practice what you preach
Well-being is simply about making sure people are happy and healthy enough to do their best work!
What measures does your organisation take to promote the well-being of employees?
Thank you!

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📞 +356 2256 8000
🌐 sapport.gov.mt
✉️ sapport@gov.mt
💻 Aġenzija Sapport