



agriculture, environmental affairs,
rural development and land reform

Department:
agriculture, environmental affairs,
rural development and land reform
NORTHERN CAPE PROVINCE
REPUBLIC OF SOUTH AFRICA

EMPLOYEE HEALTH AND WELLNESS

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To:	MANAGEMENT STAFF	From:	K. WOTSHELA – EH&W UNIT
EMPLOYEE HEALTH AND WELLNESS PROGRAMME (EHWP)			

Employee Health and Wellness programmes are created to promote and support the health, safety and wellness of employees. A well designed Employee Health and Wellness Programme helps define and exemplify an organization's values and culture. Benefits of the Employee Health and Wellness Programme include:

- Convenience
- Decrease staff absenteeism and presenteeism
- Increased productivity
- Reduced health care costs
- Better relationships between colleagues and employers
- Improved employee focus
- Improved employee morale

PROGRAMMES OFFERED THROUGH THE FOUR PILLARS

PILLAR 1: HIV AND AIDS,
TB AND STI MANAGEMENT

PILLAR 2: HEALTH AND
PRODUCTIVITY
MANAGEMENT

PILLAR 3: SAFETY,
HEALTH, ENVIRONMENT,
RISK AND QUALITY
MANAGEMENT

PILLAR 4: WELLNESS
MANAGEMENT

Address social and structural drivers	Management of communicable and non-communicable disease	Occupational Health and Safety Management	Individual wellness: Physical
Accelerate prevention to reduce new HIV, TB and STI infections	Management of mental health	Environmental Management	Individual wellness: Psychosocial
Sustain health and wellness	Management of Incapacity and Ill-health retirement	Risk Management	Organizational wellness
Ground the response to HIV, TB and STIs in human rights principles and approaches	Health education and promotion	Quality Management	Work-life balance



HOW THE EHWP WORKS

Entry into the programme is gained through various ways but the first step is to gain commitment from stakeholders such as Management, Unions, Employees and others such as Human Resources, etc. In order to build a healthier workplace, it is important that everyone is working towards a common goal. The EHWP needs to be supported by all levels of the organization. Organizational commitment is critical for success. The other steps include strategies such as organizing workplace wellness committee structures, assessing needs, developing plans, promotion and implementation and evaluation.

Another entry to the EHWP is when employees experience personal and/or work related problems and they need someone to talk to. The EHWP is here for you and help starts here. All employees are encouraged to make use of the EHWP services by directly contacting the personnel in the EH&W unit.

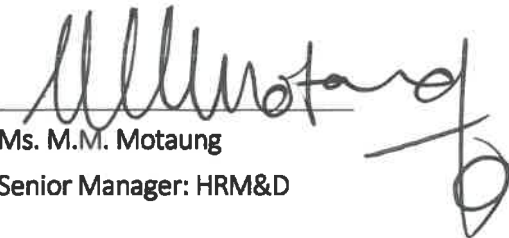
OTHER SERVICES OFFERED

PROACTIVE PROGRAMMES	NON-CLINICAL SERVICES	CLINICAL SERVICES
Awareness campaigns	Organizational consultation to assist management in addressing organizational issues which could impact on employee well-being and organizational effectiveness	Critical incident management
Wellness days		Crisis intervention
Posters		Case assessment
Policies		Referral
Information sessions		Short-term intervention
Surveys	EHWP Management and Supervisory training	Case monitoring and evaluation
HIV Counselling and Testing and health risk screenings		Aftercare and Reintegration
	Marketing	

EMPLOYEE HEALTH AND WELLNESS UNIT PERSONNEL CONTACT DETAILS:

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Ms. M.M. Motaung
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12.07.2023
Date