



Mental Health

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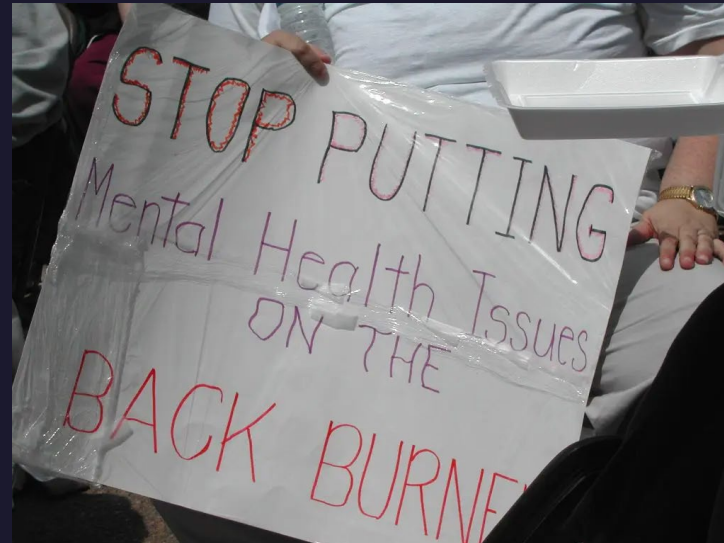
NEDLAC Summit

9th September 2022



Outline

1. What are we dealing with?
2. Mental Health Issues post-Covid
3. Workplace responses
3. Policy and regulatory matters





Introduction

- Mental health has been catapulted to take centre stage as we deliberate on Health matters post-Covid but we also an increasing intersection between the workplace and health matters.

Mental Health Landscape

LEGISLATION AND POLICY IMPERATIVES

- Mental Health Care Act of 2002
- National Mental Health Policy Framework and Strategic Plan 2013-2020
- Code of Good Practice on Persons with Disability
- OH and Safety Act, 85 of 1993
- Socio-behavioral Ministerial Advisory Committee on Covid-19

PLAYING FIELD

- 27% of mental disorders receive treatment
- 50% of hospitals have psychiatrists
- 30% of hospitals do not have a psychologist
- SA has hit rock bottom on the Global list of Mental health
- Mental health of the younger generation has plummeted.
- Only 5% of the Health Budget goes to Mental Health .
- Mental Health has thus not been treated as a significant part of the Health Sector.
- Violation of Human Rights.
- The LGBTQI+ community have more mental health issues as they are already marginalized.
- 40% of SA living with HIV have a co-morbid mental disorder.

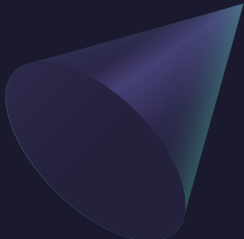
COVID has amplified the Mental Health Gap

- **33% depressed**
- **45 % fearful**
- **29 % loneliness, physical distancing , stay at home, little social interactions**
- **Decreased mental health visits**
- **Increased cases of GBV**

(HSRC study)

- **Social, cultural, economic, political, and environmental factors such as national policies, social protection, standards of living, working conditions, and community support play a huge role in determining a country's morale.**
(WHO)

Contributing factors



COVID-RELATED

- Grief .
 - Fear of contracting the Covid or loved ones contracting Covid.
 - Anxiety
 - Trauma
 - Isolation
 - Pre-pandemic mental health
- 

PSYCHO-SOCIAL RISKS

- Stress and burnout.
- Income precariousness
- Musculo-skeletal problems and ergonomic strain
- Lack of work-life balance/integration
- Technostress
- Vulnerable groups
- Substance abuse
- Economic stress,
- Violence
- Violence,
- Service delivery protests

WORKPLACES

- Leadership
- Management of teams and team cohesion
- “Us” and “them” syndrome
- Victimization and bullying
- Fatigue
- No work-life balance
- Safety protocols
- Lack of team cohesion and poor morale
- Autonomy Paradox
- Cognitive overload
- Privacy issues
- Blue-collar workers (Pay issues, humanity and support)

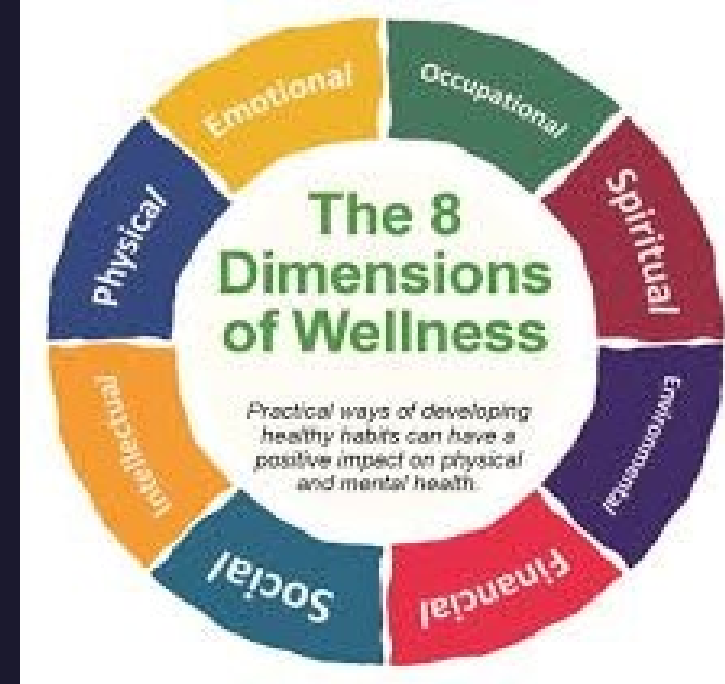
World of work

GOOD

- Overall Wellbeing and Wellness Programmes
- Resilience and emotional impacts
- Campaigns such as” Be positive” and “Its in your hands”
- Provide support , education and awareness to families and communities as well.
- Provide more platforms to access services. (Webinars, USSD Platforms, mobile Apps, whatsapp groups)
- New normal and ways of working differently .
- Introduced an extreme change from business as usual
- Leadership –New ways of leading
- Strengthening Health and Safety protocols

BAD

- Blue collar workers
- Policies in relation to New Ways of working
- Leadership Paradigms
- Workplace bullying taking on another guise
- Lessons learnt are lost



Workplace Considerations

- Privacy issues: More surveillance methods such as algorithms and AI may be utilized to track workers and to manage performance
- Right to disconnect :Allowing workers the right to disconnect outside of their working hours
- Low-skilled workers who do not have access to tools to connect
- Regulation of work-life integration
- 4 day working week



Recommendations

PROPOSALS WORKPLACES AND THEIR WORKING CONDITIONS ARE CENTRAL TO ADDRESSING THE SOCIODEMOGRAPHIC DETERMINANTS OF HEALTH AND INEQUALITIES, SUCH AS DETERMINANTS RELATED TO INCOME, RACE AND ETHNICITY, AND GENDER.

- Inclusion of mental health care professionals in the consultative processes
- Right to disconnect
- 4 day working week
- Regulation of work-life integration
- Privacy issues
- Customization of workplace mental health programmes , suited to younger people, the LGBTQI+ community
- Integrated approaches that consider these complex and multidimensional drivers are likely to be most effective at navigating future changes in work and worker safety, health, and wellbeing.
- Workplaces can be important engines of wellbeing in the communities they support.
- Frequent and honest communication and dialogue
- Enhanced organizational benefits
- Adaptations in organisational management systems will be required to support the increase of hybrid and remote workforces
- Policies and practices to increase connectedness and sense of belonging for workers
- How do we provide work- spaces that are psychologically safe.
- Pandemic have made blue-collar workers feel more appreciated.

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- Mental Health Literacy : Knowledge and awareness on mental health issues, substance abuse, personality
- Stigma
- Social cohesion strengthens psychological resilience.
- Early recognition of mental illness and support is critical .
- Prioritisation of mental health care .
- Increased accessibility to mental health services.



Thank You

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