



*Content, objectives and methodology for:*  
**Workplace Health & Wellbeing – 14h (4 x 3.5h)**

**Objectives, incl. areas covered:**

Work-related stress is a growing concern in the workplace today. Recent evidence across EU Member States classifies exposure to stress as the main workplace health and safety risk (Euro barometer Working Conditions, 2014). This results in a huge cost for employers if left unaddressed. Unsurprisingly, surveys have revealed that stress results in lower productivity for affected businesses. It also makes it difficult for them to retain employees, which leads to increased costs for recruitment and training.

The introductory session of this 14 hour training programme shall be delivered by the Occupational Physician of the Occupational Health & Safety Authority (OHSA). From a medical point of view, the speaker will explain what constitutes stress and shall highlight the employers' duty from the legal perspective, that of ensuring workers' well being at the workplace. Reference will also be made to the Authority's role established by virtue of Act XXVII of 2000, The OHSA Act (and subsequent legislation), that of *"...ensuring that the physical, psychological and social well being of all workers in all work places are promoted and to ensure that they are safeguarded by whoever is so obliged to do."*

During the consecutive remainder sessions, a practitioner from the Public Service's *Employee Support Programme* would interact with participants on the core theme, workplace health and well-being. By the end of this training course, participants would be exposed to, given the opportunity to discuss and have a good grasp of the following topics:

- Definition of work-related stress
- Psychosocial Risk assessment and stakeholders' legal obligations
- Recognized Management Standards
- Tackling risk factors
- The impacts of poor mental health on a business
- Barriers to dealing with mental health issues at work
- Creating a culture & environment supportive of communication and disclosure

**Method:**

- ✚ Lectures / theoretical and practical examples
- ✚ PowerPoint presentation / video clips
- ✚ Group discussions
- ✚ Reflexive Class Exercises
- ✚ Handouts
- ✚ Training will be delivered in the Maltese language