

Stress management and depression at workplace

The PSA would like to share some critical information with members regarding the management of stress and depression in the workplace. It is crucial that you are aware of the steps to take in addressing these issues, as well as reporting any illnesses or concerns to your local Human Resources Department and relevant medical practitioners.

Stress and depression can significantly impact our well-being and productivity, which is why it is vital to address these challenges promptly. The PSA encourages you to seek assistance and support as soon as you recognise any signs of stress or depression affecting your work and personal life. South African laws prioritise the well-being and mental health of employees, allowing for appropriate attention to be given. Your employer is obligated to provide a safe and healthy working environment, inclusive of mental well-being. Part of this responsibility includes offering resources for managing stress and depression within the workplace. Therefore, we urge you to take note of the following steps to manage stress and depression effectively:

- Recognise the signs: Be aware of any physical, emotional, or behavioral changes that could indicate excessive stress or depression.
- Seek support: Reach out to your supervisor, colleagues, or employee assistance programs available at your workplace. They can provide guidance and resources to help you cope with stress and depression effectively.
- Consult a healthcare professional: If you believe that your stress or depression requires professional assistance, do not hesitate to consult with a mental health professional. They can provide you with expert advice and suitable treatment options.
- Report your illness: As part of your rights as an employee, it is important to inform your local human resources department of your illness. This will ensure that necessary actions can be taken to support you in your recovery.
- Take advantage of legal protections: Familiarise yourself with South African laws related to mental health in the workplace. Understand your rights as an employee and the legal obligations of your employer in providing a supportive environment.

Remember, taking care of your mental well-being is crucial, and by addressing stress and depression, you can improve your overall quality of life. The PSA strongly encourages you to prioritise your mental health and seek the necessary support whenever required. If you have any further questions or concerns, do not hesitate to reach out to your PSA representative for assistance.

Members can submit enquiries or requests for information on joining the PSA to the following PSA Provincial Organisers on Xolani Dhlamini on 073 813 9646, Cynthia Mbali on 082 880 8953 or Nkosephayo Zulu on 082 880 8994

GENERAL MANAGER