



# SAPS EMPLOYEE HEALTH AND WELLNESS (EHW)

## PORTFOLIO COMMITTEE ON POLICE

17 February 2016

### BACK TO BASICS

TOWARDS A SAFER  
TOMORROW WITH  
LT GEN JK PHAHLANE



SOUTH AFRICAN  
POLICE SERVICE

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**SOUTH AFRICAN  
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# **PRESENTATION:**

# **EHW RISK FACTORS FACING POLICE OFFICERS**



## **TABLE OF CONTENTS**

### **Objectives**

- 1. Vision & Mission**
- 2. EHW Approach**
- 3. EHW Services recipients**
- 4. EHW Focus Areas**
- 5. EHW Risks Factors**
  - 5.1. Health Risks**
  - 5.2. Lifestyle Diseases**
  - 5.3. Personal/ Private Matters**
  - 5.4. Operational Risks Factors**
  - 5.5. Occupational exposure**
  - 5.6. External Risk Factors**
- 6. EHW Interventions**

# EHW IN SAPS

## □ KEY DEPARTMENTAL OBJECTIVE

To ensure a healthy and productive workforce through development and implementation of health and wellness programmes, strategies and interventions.

## ■ EHW VISION:

Healthy, dedicated, responsive and productive SAPS members.

## ■ MISSION:

To build and maintain a healthy workforce by mainstreaming EHW activities and plans within SAPS core activities in order to enhance productivity and excellent service delivery for the benefit of employees and their immediate families.

# EHW FOCUS AREA – SERVING A HUMAN IN TOTALITY





# **EHW FOCUS AREAS**

- 1. HIV/AIDS and TB Management**
- 2. Health and Productivity Management**
- 3. SHERQ Management**
- 4. Wellness Management**

# HIV/AIDS and TB Management

1. To mitigate the impact of HIV&AIDS epidemic on the individual employees and their families
2. To address social and structural drivers of HIV/ STI &TB to reduce the impact
3. Preventing new infections
4. Sustaining health and wellness of those already infected and protecting their human rights

# HEALTH & PRODUCTIVITY

1. Occupational health education and promotion
2. Raising awareness on Mental health issues prevalent within SAPS in order to promote and maintain the general health of employees
3. Promoting management of chronic diseases and ill health retirements



# SHERQ MANAGEMENT

1. Promotion of Occupational Health and Safety
2. Collaborative approach to managing OHP programme between employees and management
3. Information, Education & Communication on potential workplace risks and hazards and to develop preventative strategies against identified risks and hazards
4. Training of employees and management on health promotion and safe workspaces
5. Promoting a friendly work environment for employees with Disabilities



# WELLNESS MANAGEMENT

1. To promote individual physical wellness
2. Promote Psych-Social Wellness of individuals and teams
3. To promote organizational wellness
4. To work towards striking a work life balance

# **EHW RISK FACTORS FACING POLICE**

- 1. Health Risks and Wellness Matters**
  - a) Mental Health Issues**
  - b) HIV**
  - c) Suicides**
  - d) Homicides and Femicides**
- 2. Lifestyle Diseases**
- 3. Personal / Private Matters**
- 4. Operational Risk Factors**
- 5. Occupational Exposure**
- 6. External Risk Factors**

# HEALTH RISKS & WELLNESS MATTERS

## 1, MENTAL HEALTH ISSUES

Five most recurring (year on year) mental health challenges for SAPS Act members in order of prevalence

- ❑ Depression
- ❑ Post-Traumatic Stress Disorder
- ❑ Stress Disorders
- ❑ Substance Abuse
- ❑ Attempted Suicides

1.1. 19 097 cases received for Psychiatric conditions

1.2. 89% of the treated/ diagnosed cases are of active in service members have depression

1.3. 22% are suffering from PTSD

1.4. 5% with substance abuse, not much different from the 2013/2014 financial year.

1.5. Free State reported highest incidence of psychiatric conditions @ 14%, followed by KwaZulu-Natal @13% and the Northern Cape @ 12%.

# HEALTH RISKS AND WELLNESS MATTERS

## 2. HIV

- 2.1. Total number enrolled on the POLMED HIV programme for 2014/2015 is 27 246, (Females 14 799 and 12 447 Males).
- 2.2. 88% enrolled are on antiretroviral treatment (ART); 10% are too early to treat and 2% defaulters
- 2.3. 69.72% of enrollees are principal (main) members
- 2.4. Highest affected age group is between 34 - 44 years, a slight increase in age from the 2013/2014 financial year which ranged between 25- 35 age group.
- 2.5. KwaZulu-Natal; Gauteng and Eastern Cape are provinces with highest number of programme participants.

# HEALTH RISKS AND WELLNESS MATTERS

## 3. SUICIDES

- 3.1. Suicide trends are for the whole SAPS establishment. It is derived from provinces and reported through SAPS EHW.
- 3.2. SAPS group most susceptible to suicide are between 30- 34 years old with 30 claims from POLMED report. There is a slight decrease in the suicide cases within the 3 year period.
- 3.3. Most common causes of suicides:**
- a) Relationship Challenges (Private and workplace relationships)
  - b) Finances
  - c) Disciplinary Issues in the workplace
  - d) Psychiatric conditions
  - e) Substance Abuse

# HEALTH RISKS AND WELLNESS MATTERS

## 4. HOMICIDES AND FEMICIDES

### **Definition:**

SAPS members attacking, killing their intimate partners / families, colleagues, spouses partners and or children)

4.1. 18 cases of members recorded for homicides  
14 cases of suicide attempts were recorded

### **4.2. Causes:**

- a) Relationship Challenges (at work and in private life)
- b) Finances
- c) Mood Disorders
- d) Substance Abuse
- e) Sexual harassment



# LIFESTYLE DISEASES

1. High Blood Pressure
2. Diabetes
3. Hypertension
4. High Cholesterol
5. Obesity
6. Substance Abuse



## PERSONAL / PRIVATE MATTERS

1. Strained relations private and workplace
2. Finances (over indebtedness)
3. Parenting issues (Custody)
4. Peer pressure (Cst & WO)
5. Physical fitness (Obesity)
6. Divorce/ separation / legal matters
7. Religion/ cultural issues
8. Domestic violence

# OPERATIONAL RISK FACTORS

1. Violent and aggressive nature of crime
2. Continuous exposure to traumatic events and scenes
3. Unpredictability of the nature of work to be handled
4. Witnessing colleagues being killed or attacked- high levels of anxiety and PTSD.
5. Challenges of regulating emotions  
(confusion: victim turn perpetrator)
6. Limited recovery time for employees leading to compassion fatigue

## OPERATIONAL RISK FACTORS (cont...)

7. Fear of retaliation by criminals when executing duties
8. Fear of attacks on self and family by local criminals
9. Fear of being killed
10. Personal safety at risk on a daily basis
11. Motor vehicle accidents leading to incapacity or even death
12. HR matters related to pay progressions, promotions, transfers, discipline
13. Taking decisions under pressure, sometimes compromising personal safety
14. Absenteeism

# OCCUPATIONAL EXPOSURE

1. Occupational exposure to hazardous material (FSL – laboratories, divers, pilots etc.)
2. Exposure to occupational diseases and injuries (Ports of Entries, Crime scene experts, analysts)
3. Exposure to gruesome crime scene (Crime scene experts)
4. Poor infection control mechanism (external deployments, divers, K9)

## EXTERNAL RISK FACTORS

1. Negative media coverage of police activities
2. Violent nature of Service delivery protests
3. Public Perceptions on the how law should be enforced  
(damned if you do and damned if you don't)
4. Public pressure when executing duties  
(perceived police heavy handedness)
5. Confusion on how to react to criminals  
(use of force)
6. Criminal justice slow on finalising cases leading to victimisation and killing of investigators

# EHW INTERVENTIONS

- Targeted programmes and interventions
- EHW services are directed to individual, groups, teams, families and to the organization.
- EHW programmes are offered through an integrated multi- disciplinary approach by psychologists, chaplains, social workers and occupational health practitioners.

# MENTAL HEALTH

EHW Programme	Purpose	EHW Section
<b>1. Choose Life (Suicide Prevention)</b>	<ul style="list-style-type: none"><li>Preventing suicide through awareness; increase skill development of SAPS employees. It has seven modules all focus on dealing aspects surrounding Suicides within the organization.</li></ul>	<b>Psychological Services</b>
<b>2. Anger Management</b>	<ul style="list-style-type: none"><li>Focus on equipping members with Early Warning Signs of anger and how to manage these effectively</li></ul>	<b>Integrated Programme</b>
<b>3. Mental Health Programme</b>	<ul style="list-style-type: none"><li>Designed to equip members with information, skills and coping mechanisms related to mental health challenges like Post Traumatic Stress Disorder, Anxiety, Depression as recurring themes that are affecting members productivity according to reports from Health Risk Manager, POLMED and EHW members</li></ul>	<b>Psychological Services</b>

# MENTAL HEALTH

EHW Programme	Aim of Programme	EHW Section
<b>4. Emotion Competence</b>	<ul style="list-style-type: none"><li>• It is a basis of dealing with stress trauma and negative life events. It entails emotion regulation and management as well as understanding one's own emotions and those of others</li></ul>	<b>Psychological Services</b>
<b>5. Multiple Stressor</b>	<ul style="list-style-type: none"><li>• Focussing on providing members with understanding of mental health challenges that they could be possibly exposed to on a day to day basis while also increasing coping skills (trauma and stress) and adapting well in the face of adversity. Formal debriefing is counterproductive for high risk units as they are provided with the platform to ventilate in order to down manage PTSD symptoms</li></ul>	<b>Psychological Services</b>



# MENTAL HEALTH

EHW Programme	Aim of Programme	EHW Section
<b>6. Initial Debriefing</b>	<ul style="list-style-type: none"><li>This programme is offered directly after the traumatic incidents for commanders to understand member's productivity challenges and offer psychological first aid before, during and after the incident.</li></ul>	<b>Integrated Services</b>
<b>7. Stress Management</b>	<ul style="list-style-type: none"><li>Equip members with information related to early identification of stress related symptoms, management of stress and coping strategies</li></ul>	<b>Integrated Services</b>
<b>8. Substance Dependency</b>	<ul style="list-style-type: none"><li>Equip members with facts, fiction and myths surrounding Substance Dependency, physical, psychological, social and emotional impact of dependency while providing resources available to deal with this challenge</li></ul>	<b>Social Work Services</b>

# MORAL REGENERATION

EHW Programme	Aim of Programme	EHW Section
<b>1. Ethical Awareness</b>	<ul style="list-style-type: none"><li>Designed to raise awareness and instil organisational values, principles and ethical behaviour that appeals to the conscience of members when faced with situations that predisposes them to unethical behaviour and corrupt activities</li></ul>	<b>Spiritual Services</b>
<b>2. Values</b>	<ul style="list-style-type: none"><li>Focusses on synergizing personal values with organisational values in order to fit and proper positioning of members within the prevailing organizational culture</li></ul>	<b>Psychological Services</b>
<b>3. Reconciliation, Healing and Cleansing</b>	<ul style="list-style-type: none"><li>Aimed at promoting a reconciliatory spirit between employees from different cultural and racial groups</li></ul>	<b>Spiritual Services</b>

# RELATIONSHIP BUILDING

EHW Programme	Aim of Programme	EHW Section
<b>1. Relationship Enhancement</b>	<ul style="list-style-type: none"><li>Equipping members with building and maintaining healthy relationships in their private lives and in the workplace. Relationship has been identified as one leading contributor towards suicide, femicides and familicides</li></ul>	<b>Spiritual Services</b>
<b>2. Colleague Sensitivity</b>	<ul style="list-style-type: none"><li>Empower members with skills and competencies to be able to understand and position themselves better, how to communicate effectively while being conscious of their colleagues needs and challenges</li></ul>	<b>Social Work Services</b>

# DOMESTIC VIOLENCE

EHW Programme	Aim of Programme	EHW Section
<b>1. Domestic Violence</b>	<ul style="list-style-type: none"><li>• Raising awareness on what constitutes domestic violence and its impact on an individual person's functioning</li></ul>	<b>Social Work Services</b>

# DIVERSITY MANAGEMENT AND EMPOWERMENT

EHW Programme	Aim of Programme	EHW Section
<b>1. Self-Empowerment</b>	<ul style="list-style-type: none"><li>Improving employees functioning and to prevent the development of psychosocial problems</li></ul>	<b>Social Work Services</b>
<b>2. Pre-Retirement Programme</b>	<ul style="list-style-type: none"><li>Assisting members to understand the process towards retirement in order for them to reach their retirement destination comfortably equipped financially and psycho- socially</li></ul>	<b>Social Work Services</b>

# HIV/AIDS, TB & COMMUNICABLE DISEASE MANAGEMENT

EHW Programme	Aim of Programme	EHW Section
<b>1. HIV/AIDS PROGRAMME</b>	<ul style="list-style-type: none"><li>To provide information and educational programmes aimed at addressing stigma and discrimination as a result of HIV in the workplace; facilitating preventative and testing/screening services; provision of care and support services to employees affected and infected by HIV&amp;AIDS and monitoring and evaluating trends and reporting to relevant stakeholders.</li></ul>	<b>Quality of Work Life</b>

# DISABILITY MANAGEMENT

EHW Programme	Aim of Programme	EHW Section
1. Disability Management	<ul style="list-style-type: none"><li data-bbox="513 344 1580 786">• Promoting disability mainstreaming, culture of human right and justice for Persons with disabilities; enhancing productivity and performance for Employees with Disabilities (EWD); ensuring data integrity in reporting the number of EWD as per Employment Equity Act for the department and provision of care and support to EWD.</li></ul>	Quality of Work Life

# OCCUPATIONAL HEALTH MANAGEMENT

<b>EHW Programme</b>	<b>Aim of Programme</b>	<b>EHW Section</b>
<b>1. Medical Surveillance</b>	<ul style="list-style-type: none"><li>• Focussing on Pre-placement , pre-employment, periodicals and annual medicals</li></ul>	<b>Quality of Work Life</b>
<b>2. Medical Administration</b>	<ul style="list-style-type: none"><li>• Focusses on raising awareness on Occupational Injuries, trend analysis, interventions, travel medicines and preventative vaccination programmes</li></ul>	<b>Quality of Work Life</b>
<b>3. Health Promotion</b>	<ul style="list-style-type: none"><li>• Health awareness, monitoring and maintenance</li></ul>	<b>Quality of Work Life</b>
<b>4. Ergonomics</b>	<ul style="list-style-type: none"><li>• Hazard identification, health risk assessment, incapacity leave, trend analysis and designing interventions</li></ul>	<b>Quality of Work Life</b>



# HEALTH AND LIFESTYLE MANAGEMENT

EHW Programme	Aim of Programme	EHW Section
<b>1. Healthy Lifestyles</b>	<ul style="list-style-type: none"><li>Promotion of Healthy Lifestyle through nutrition, fitness and emotional competence</li></ul>	<b>HRD &amp; EHW</b>

# FINANCIAL MANAGEMENT

EHW Programme	Aim of Programme	EHW Section
<b>1. Managing your Finances</b>	<ul style="list-style-type: none"><li>• Empowering members with Basic financial management skills in order to avoid garnishee orders and other financial challenges</li></ul>	<b>Social Work Services</b>

# PHYSICAL FITNESS

EHW Programme	Aim of Programme	EHW Section
<b>Healthy Lifestyle Workshop</b>	<ul style="list-style-type: none"><li>• Promoting a healthy mind in a healthy body</li><li>• Mitigating Lifestyle Diseases</li></ul>	<b>EHW &amp; HRD</b>

# EHW REACTIVE PROGRAMME

## Individual

Psychometric Assessment

Entry level selections

Specialized selections

Assessment Centers

Fitness Assessment

Counselling and Therapy Services

Debriefing services

Wellness screening

Hospital visits

Workplace and Occupational health assessments

## Groups

HIV/AIDS Support groups

Support group for PWD

Debriefing

Funeral Services

## Organization

Organizational Diagnosis

Climate Surveys

Organizational Health Profile

Organizational Health Risk Register

Management Report on Health and Wellness matters

## Family

Bereavement Services

Debriefing

After Care Services

Pastoral Care services

Conveying of Death messages

Funerals

Home visits

## Community

Awareness raising on Police Safety matters

Partnerships (FBO, NGO, NPO)

Family After Care Services

# EHW PROACTIVE PROGRAMME

## AWARENESS

Health and wellness trends

Calendar event

Organizational Processes - Retirement, Referrals etc.

Health Risks

Financial Management

Station lectures

## EHW DESKS

To empower employees with information, skills and resources

Personal Financial Management Desk

Family and Relationship Desk

Substance Abuse

## THEME EVENTS

Wellness Screenings

HIV/AIDS Day

National Prayer Day

Substance Abuse Indaba

Mental Health Week

Women's Day celebrations

Police Appreciation days

## RELIGIOUS EVENTS

Sunday services to trainees

Easter Celebrations

National Prayer Day

Ramadan

Festive Season visits

Pastoral Care

## MULTI-DISCIPLINARY INTEGRATED SERVICES

Suicide Prevention

VCT (Volunteers Counseling & Testing)

Trauma Centre

Disability Awareness/Care Programmes

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# Thank You!