WCED Employee Wellness

NEWSLETTER

OCTOBER 2026

Dear Colleagues

October is a significant month for promoting overall well-being, with a strong focus on both **mental health awareness** and **physical health prevention**. This month we explore **Healthy Ageing**, **Workplace Ergonomics**, and a key workplace challenge — **Conflict in the Workplace**, which continues to impact employee morale and productivity.

Healthy Ageing – Promoting Well-being Across All Life Stages

Healthy ageing is not only about growing older, but about **maintaining physical health**, **emotional resilience**, and **social well-being** throughout life. For employees, this means sustaining energy, managing health conditions, and maintaining a good quality of life both at work and at home.

Key Elements of Healthy Ageing

- Maintaining physical activity and mobility
- Managing chronic conditions effectively
- Staying socially connected
- Supporting mental and emotional well-being
- Adapting to life and workplace changes

Practical Ways to Support Healthy Ageing

- Engage in regular physical activity such as walking or stretching
- Attend routine health screenings and medical check-ups
- Maintain a balanced and nutritious diet
- Stay mentally active through learning and engagement
- Build and maintain supportive social networks

***Tip:** Healthy ageing is about maintaining independence, dignity, and quality of life at every stage.*

Source: World Health Organization – Healthy Ageing

Workplace Ergonomics – Preventing Injury and Promoting Comfort

Many employees spend long hours sitting or working at desks, which can lead to **physical strain, discomfort, and long-term health issues** if not addressed properly.

Common Ergonomic Risks

- Poor posture
- Incorrect chair or desk height
- Prolonged sitting without breaks
- Repetitive movements

Benefits of Good Ergonomics

- Reduced risk of injury and chronic pain
- Improved comfort and productivity
- Better focus and reduced fatigue
- Repetitive movements

Practical Ergonomic Tips

- Adjust your chair so that your feet are flat on the floor
- Keep your computer screen at eye level
- Take short breaks every 30–60 minutes to stretch
- Maintain proper posture (back straight, shoulders relaxed)
- Use supportive equipment where necessary

***Tip:** Small adjustments to your workspace can prevent long-term physical problems.*

Source: Department of Employment and Labour – Workplace Health

Top Presenting Problem – Workplace Conflict

Workplace conflict is a common challenge that can arise from **miscommunication**, **workload pressures**, **personality differences**, or **unclear expectations**. If not managed effectively, it can impact team dynamics, productivity, and overall well-being.

Common Causes of Workplace Conflict

- Misunderstandings or poor communication
- Unequal workload distribution
- Differences in work styles or personalities
- Lack of clarity in roles and responsibilities
- Stress and pressure within the work environment

Strategies for Managing Conflict

- Address issues early before they escalate
- Communicate openly and respectfully
- Practice active listening and empathy
- Focus on solutions rather than blame
- Seek mediation or support where necessary

Impact on Employees

- Increased stress and emotional strain
- Reduced motivation and productivity
- Strained relationships with colleagues
- Absenteeism or disengagement

Support Through the EHW Programme

Employees can access:

- Confidential counselling
- Mediation support
- Guidance on communication and conflict resolution

***Remember:** Healthy workplaces are built on respect, communication, and collaboration.*

Closing Thoughts:

Creating a supportive and respectful work environment is everyone's responsibility. By addressing conflict constructively and prioritising our health, we contribute to a more positive and productive workplace.

Stay well,

Employee Health & Wellness Programme

For more information or support, contact the EHW service provider.

Toll-free: 0800 111 011
Email: wced@icas.co.za

Wellness Day 2026: Blooming into Wellness This Spring (17 – 18 September 2026)

In the spirit of spring renewal and growth, Wellness Day 2026 brought together more than 300 employees at the WCED Head Office for two days of wellness, learning and engagement. Staff explored support services, accessed valuable resources and strengthened their commitment to healthy lifestyles and overall wellbeing.

The event was supported by dedicated wellness partners and service providers, who offered screening and testing services and hosted information desks on a range of wellbeing programmes. Employees had the opportunity to obtain information, access resources and learn more about the support available to promote their personal and professional wellbeing.

Wellness Services Available

Employees had access to a range of wellness services and information desks aimed at promoting health and wellbeing from our service providers which included:

Families South Africa (FAMSA)

- Testing and screening services such as:
- Blood pressure, BMI Screening, Blood Glucose
- Audiology screening tests
- HIV/AIDS Screening
- Family Planning & Pap Smear Van Services

Western Cape Department of Health and Wellness (WCDHW)

- Family Planning Information Desk
- Pharmacy information Desk
- Men's Health and VMMC information desk

GEPF Information Desk

Lyra Information Desk & ERP/ VEP Finance Session (Our EHW Service Provider)

ST John's Eye Screening Desk

Virgin Active Information Desk

A Sprinkle of Spring Luck

No celebration would be complete without a little seasonal surprise!

As part of our Wellness Day festivities, attendees were entered into a lucky draw. **We are delighted to congratulate the colleagues below:**

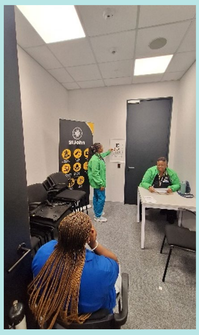
WINNER DETAILS	1ST PRIZE	2ND PRIZE	3RD PRIZE
Name and Surname:	Yolanda Hickley	Deon Jan	Mark Lakey
Directorate:	Procurement Management	Examinations Administration	Financial Accounting

Congratulations to all our winners! We hope your prizes serve as a lasting reminder of a wonderful day dedicated to health, happiness and wellness.

Looking Ahead

As we continue through spring, let us build on the momentum of Wellness Day 2026 by embracing healthy habits, self-care and personal growth.

Thank you to everyone who participated and contributed to a workplace where employees can thrive and flourish.

Spring in Full Bloom

*"Much like the flowers of spring, wellness flourishes when it is nurtured. This Wellness Day reminded us that by **investing in ourselves and supporting one another**, we create a workplace where everyone has the opportunity to grow and thrive."*