



## Contacts ...

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For more information visit the employee wellness website on <http://employeehealthness.ukzn.ac.za>

**UKZN Medical Aid Scheme Toll free Number**  
**086 0113 322**

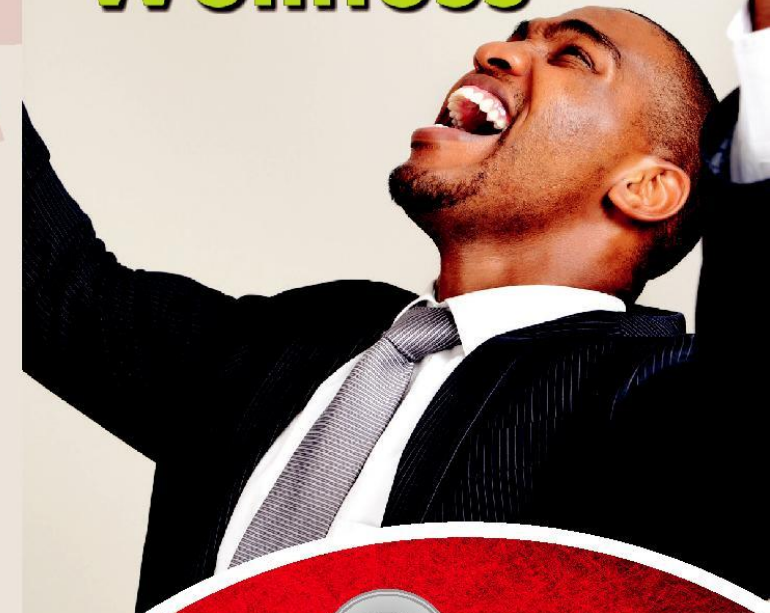
### Health Promotion

Employees are encouraged to take control and improve their health by taking preventive measures to avert the onset or worsening of an illness or disease, and to adopt a healthy lifestyle. This can be done by:

- Eating a healthy well-balanced diet.
- Drinking alcohol in moderation.
- Stop smoking.
- Have regular medical checkups.
- Exercise.
- Be forward thinking and organized.
- Schedule some "me-time".
- Spend quality time with family and friends.
- Maintain good work relationships.
- Have a financial budget and stick to it.
- Spend time doing something you love (hobby)



# Employee Wellness





## What is Employee Wellness?

The University of KwaZulu-Natal (UKZN) prides itself in paying particular attention to the health and wellness of its employees. It is committed to acknowledge the value of each individual employee by promoting their intellectual, social and personal wellbeing.

Wellbeing is very subjective in that it is the degree to which people judge their overall quality of life. It is more than the absence of disease or sickness, it's:

- having hope about the future,
- feeling good,
- enjoying life
- having high source of energy
- feeling contentment in all areas of life

The primary goal of the Employee Wellness unit is to inform, empower and provide UKZN's employees with the means to take ownership of their wellbeing, by supporting them with the necessary information and self-management tools to better achieve a healthy life balance.

Employees are given an opportunity to assess themselves with regard to their physical, emotional, psychological and spiritual wellness and then refer themselves to the relevant service provider for intervention.

Line managers are also encouraged to help identify employees that are having challenges with regard to their wellbeing and refer them to the service providers.

## The self-assessments are as follows:

Spiritual Wellbeing refers to the sense of peace and contentment stemming from a person's capacity and experience in living their purpose and finding meaning in their lives.

Statement	Never	Sometimes	Often	Always
1 I have a clear sense of purpose				
2 I find my life-career to be meaningful.				
3 I take time alone to think about who I am				
4 I am at peace with who I am				
5 I am content with my life				

Psychological Wellbeing the extent to which people experience positive emotions and feelings of happiness due to their self-acceptance, self-efficacy, self-esteem, autonomy, environmental mastery and personal growth

Statement	Never	Sometimes	Often	Always
1 I believe and feel that I am a person of worth, at least on an equal plane with others				
2 I believe that I am needed and valued by my friends , and colleagues				
3 I believe that I am able to organize and perform my duties to the expected standards.				
4 I find it easy to stick to my aims and accomplish my goals.				
5 I am self directed and free from being controlled by others				

Emotional Wellbeing is the ability to perceive, control and evaluate emotions, and express them appropriately. It entails having a healthy self-perception, self-expression, interpersonal skills, good decision making skills as well as stress management.

Statement	Never	Sometimes	Often	Always
1 I am aware of situations that cause me to think negatively				
2 I am able to express my emotions in an appropriate manner				
3 I am aware of the impact my moods have on other people				
4 I am able to put myself in other peoples shoes and acknowledge their feelings				
5 When making decisions, i am able to remain objective and see things as they really are				

Physical Wellbeing is the maintenance of a healthy body through good nutrition, exercise, avoiding harmful habits such as smoking and using drugs, making informed decisions about your health.

Statement	Never	Sometimes	Often	Always
1 I go for regular mandatory check ups				
2 I get enough sleep each night and wake up feeling refreshed				
3 I have lots of energy and can get through the day without getting tired				
4 I drink seven to eight glasses of water per day .				
5 I listen to my body and when there is something wrong I seek professional help				

