**Subject:** Mental Health and Wellbeing in the Workplace

**Maximum Time Allowed:** 3 hours

**Instructions**: Do not write on any part of the exam paper. All rough work should be done in your answer booklet. All questions carry equal marks. You are required to answer only FOUR questions.

Question 1

Employers must meet with members of staff to discuss mental health concerns. This will help provide support for employees who are experiencing mental health problems. Discuss in detail five (5) considerations that must be made when meeting with staff to discuss mental health concerns. [25]

Question 2

In creating a workplace that supports and promotes positive staff wellbeing and mental health, employers must “take stock of mental health in workplace”. How can this be achieved? Discuss in detail. [25]

Question 3

Employees can take care of their wellbeing at work by “establishing and maintaining good work-life balance” and through “flexible working”. Give an account on the foregoing. [25]

Question 4

a. What is spiritual wellbeing? What are the benefits of spiritual wellbeing? Explain. [10]

b. Discuss the link between stress and mental health. [10]

c. Examine two (2) basic workplace stressors. [5]

Question 5

a. What is burnout? What are its implications? [5]

b. Examine five (5) emotional and physical responses to burnout. [10]

c. Reasonable adjustments must be made by employers to support workers experiencing mental health problems. Explain. [10]

Question 6

a. What is mental ill health? Who experiences mental ill health? Explain in your own words. [10]

b. Explain the relationship between physical and, mental health and wellbeing. [15]