**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

a. Discuss employers’ role in suicide crisis management of their employees. [10]

b. How can employers build resilience to maintain mental health in their organizations? [15]

Question 2

Employees can manage their mental health at work by identifying what helps them to stay well. Discuss in detail what employees can do in supporting themselves to stay well at work. [25]

Question 3

Depression and anxiety are two common mental health problems that arise as a result of stress. What is depression and anxiety? Examine the emotional and physical responses to depression and anxiety. How might a person with depression and anxiety behave? Discuss in detail. [25]

Question 4

a. How can employers create and maintain a healthy work-life balance for their employees? Discuss. [15]

b. “The establishment and promotion of positive working relationships and social activities“ are essential in creating a workplace that supports and promotes positive staff wellbeing and mental health. Elaborate. [10]

Question 5

a. What is bullying and harassment? How can employees deal with bullying and harassment in the organization? [15]

b. How can employees use Wellness Action Plans (WAP) to look after their wellbeing at work? [10]

Question 6

a. What is a mental health recovery plan? What is it used for? [5]

b. Discuss five (5) strategies that can be used to manage a panic attack. [10]

c. What is the effect of management training (in mental health) on supporting employees’ mental health and wellbeing in the organization? [10]