



អង្គភាពិទ្ធន័យ អង្គរសម្រាប់
Transcultural Psychosocial Organization
Community Mental Health Programme

Staff Well-being Package

Depression and anxiety disorders are very common mental disorders affecting large numbers of Cambodians. The economic burden of these disorders in terms of decreased productivity and lost days at work is huge. It is, in general, estimated that psychological problems account for about 61% of absences from work and 80-90% of workplace accidents.



TPO is an established Treatment and Training Center, providing direct service and education to employees working in NGOs or local firms on various mental health issues. TPO is now offering an additional service in the form of a Staff Wellbeing Package.

Studies have shown that counseling can reduce levels of stress in the workplace by more than 50%. Levels of sickness and absence fall by between 25-50%, levels of job commitment and satisfaction rise and levels of substance abuse are reduced. Providing counseling service helps people respond positively to stressful situations. Research has shown that this intervention can be achieved in as little as 3 or 4 sessions.

INVEST in your staff's well-being now! you'll be surprised and satisfied with their productivities.

Workshop orientation and Baseline assessment



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Upon signing agreement, a baseline survey or need assessment will be undertaken in order to assess staff mental health status, need for training, challenges of the staff and management, self-care policy. Assessment will done either by group discussion, fill in out questionnaire or direct

interview with staff. A report will be produced and included in the orientation workshop to all staff. Based on the result of the baseline survey or need assessment, the mental health or training services will be provided accordingly.

Counseling/Psychiatric session

Counseling service could be organized either as individually or in group for those who have common issues. Direct counseling/psychiatric session can be arranged through phone call in advance from the individual staff or line manager. The

session will be organized either in working hour or weekend based on the availability and convenience of the individual.

Staff in TPO Treatment Center will make an immediate assessment in order to provide the

staff member with an appropriate level of support. Arrangements will be made immediately for the staff member to have a face to face meeting with either a psychologist/counselor or psychiatrist. There is no restriction to the number of sessions staff can access the service.

The Staff Wellbeing Package provides counseling and/or psychiatric treatment for a wide range of issues that can impact on people's work performance. These include:



- Work Stress
- Workplace conflict
- Depression
- Anxiety
- Low self-esteem
- Lack of confidence
- Anger
- Abuse
- Harassment
- Relationship difficulties
- Marital and family issues
- Disability
- Psychosomatic complaint
- Traumatic experience
- Sleep difficulties
- Attention difficulties
- Communication problem
- Personality issues

Workplace Training

In addition to providing confidential counseling for employees and their families TPO can provide a range of training to staff designed to educate people on mental health issues, improve their mental health and their performance at work. The training sessions could cover topics such

as:

- Mental health awareness
- Stress management
- Depression
- Substance abuse
- Conflict resolution
- Health and well-being
- Anger management
- Effective communication skill

Workshop/Retreat/Self-care

These are short-time workshop aim to improve knowledge/practical skill to promote team building, team support, team spirit, self-care, reflection on their work or achievement, sharpening their goal/objective or their commitment

or any knowledge related to mental health as individual or group. The workshop can be designed as a one-off, or serials that building one upon the other and spreading over period of time

- Positive thinking

How do u know when you need help from mental health professional We are also providing the Need Assessment for Training and plan for the training curriculum according to the need of your agency. Please see profile of our trainers:
<http://tpocambodia.org/trainers-profile/>



Physical, Psychological, Social and Spiritual needs are to be taken care of properly.

DO YOU?

Provision of Critical Incident Debriefing

This package also takes account of the need to support staff who have attended or been involved in a traumatic incident and may require support.

Staff from the TPO Treatment Center will provide critical incident

debriefing if required for any staff, who has been involved in or exposed to a traumatic event. If it is deemed necessary to provide critical incident debriefing TPO will provide a debriefing between a minimum of 24 hours and maximum of 72

hours from the request.



Expected outcomes for staff from the Staff Wellbeing Program will be:

- ◆ A professional service underpinned by complete confidentiality
- ◆ Alleviation of stress and/or improve sense of wellness through addressing personal and occupational stressors
- ◆ Improving personal satisfaction with regards to his/her job performance.



Wisely invest on your workforces

Expected outcomes for the organization from the Staff Wellbeing Program will be:

- ⇒ A support mechanism for staff will be established.
- ⇒ Advice and guidance in responding to specific complex situations. This will result in developing suitable organizational responses
- ⇒ that will improve staff wellbeing and performance.
- ⇒ A reduction in sickness absence through positive intervention where a mental health related issue is the reason for the staff member's absence
- ⇒ Having Staff Well-being Program is one of the responsibilities of the organization to show and motivate the staff as 'The organization does care of the staffs'.

TPO will provide monthly written reports to organization contracting with them. The reports will include the following:

- * Number of referrals
- * Number of referrals on sick leave
- * Type of referrals i.e. self or management
- * Trends

Monitoring and Review of the Service

Data will be provided in a format that protects the confidentiality of the staff member. A formal six monthly and twelve monthly reports with analysis and comment on the trends, risks for the organization and any other relevant information will be presented at quarterly contract review meetings. This will allow organizations to monitor and review the service to ensure it is making the most positive impact possible in terms of supporting the personal wellbeing of its staff.

Confidentiality

The credibility and effectiveness of the Staff Wellbeing Package will only be achieved if staffs are assured of its confidentiality. TPO will maintain a confidential record of all contacts with staff. The names of staff will not be disclosed to the organizations they are

employed, unless there is full written consent given by the staff member concerned. In an exceptional circumstances where the professional assessment indicates high level of risk to the staff member or to a third party, then confidentiality will be revealed to their close relatives or employer.

TPO's Staff Profile

All our psychiatrist, psychologist, psychiatric nurse, registered nurse and counselor are professionally trained in working in mental health setting. We believe in the value of qualitative service and striving for the best to meet your need.

Please refer to the Clinical Staff Profile in our webpage. <http://tpocambodia.org/whos-who/staff-profiles/> Detail CV of each staff is available upon requests.



You Deserve Our Best Quality Service

Service Fee:
The fee is varied depending on the numbers of packages selected by the agency.

The fee also varied depending on the numbers of staff of each organization/agency. The more numbers of staff use the service, the more discount will be offer.

Please contact :

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