



Western Cape
Government

FOR YOU

Education

2023 WCED Retirement Webinar

Employee Health and Wellness Programme

18 October 2023

What is an EHWP?



Confidential

- WCED EHWP is a voluntary, confidential programme designed to generate expedient solutions that are goal directed to help employees work through various life challenges that may adversely affect job performance, health and personal well-being.
 - ***Ultimately it is concerned with identifying and proactively managing and resolving personal and productivity issues.***
 - It is also an excellent resource for managers and team leaders.
- The EHWP:**
- engages all workplace policies and procedures
 - is a short term, solution focused programme
 - preventative and proactive

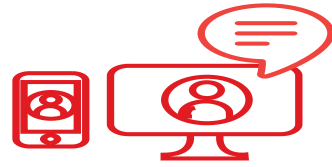
Before Retirement



OUR CORE SERVICES

Professional of benefits, providing employees and managers with support services designed to assist with day-to-day, as well as any out of the ordinary circumstances.

All EHWP services are **confidential**, unless an employee gives specific written permission for information to be shared with their manager or human resources.



Psycho-social counselling



24/7 Trauma support



Legal advice



Family care



Financial advice



Medical support



Debt restructuring support



FINANCIAL AND LEGAL ADVICE

Financial advice on:

- Debt
- Loans (No personal Loans)
- Savings
- Retirement
- Garnishing orders

Legal advice on:

- Family problems
- Civil matters
- Money & Credit related matters
- Drawing Credit Report
- Domestic employment contracts
- Standard lease agreements
- Sale agreements
- Acknowledgement of debt
- Last will & Testament



Financial Debt
Advisors



Financial Telephone
Counsellors



Accredited Debt
Counsellors



Lawyers

WHY IS RETIREMENT SO STRESSFUL?

Might sound exciting to be preparing the daily grind and a long commute, workplace politics, or a difficult boss, for example, can seem like a great relief. However, many new retirees find that after a few months the novelty of being on “permanent vacation” starts to wear off.

Common challenges of retirement include:

1. Struggling to “switch off” from work mode and relax, especially in the early weeks or months of retirement.
2. Feeling anxious at having more time on your hands, but less money to spend.
3. Finding it difficult to fill the extra hours you now have with meaningful activity.
4. Losing your identity. If you’re no longer a teacher, manager, etc. for example, who are you?
5. Feeling isolated without the social interaction of being around your coworkers.
6. Experiencing a decline in how useful, important, or self-confident you feel.
7. Adjusting your routine or maintaining your independence now you’re at home with your spouse during the day or staying with grand children.
8. Some retirees even feel guilty about receiving money from a pension without directly working for it.



ADJUSTING TO RETIREMENT TIPS: EMBRACE CHANGE



As we grow older, life can seem to change at an ever-quickening rate. Kids leave home, you lose friends and loved ones, physical and health challenges mount, and retirement looms. It's normal to respond to these changes with an array of mixed, often conflicting emotions.

But just as you transitioned from childhood into adulthood, you can make the transition from work to retirement.

Adjust your attitude. Think of retirement as a journey rather than a destination. Allow yourself time to figure everything out—you can always change direction if necessary. You can also adjust your attitude by focusing on what you're gaining, rather than the things you're losing.

Acknowledge your emotions. There's no "right" or "wrong" way to respond when dealing with a major life change, so don't try to bully yourself into feeling a certain way about retirement. Whether you feel angry, sad, anxious, grief-stricken, or a mix of emotions, by acknowledging and accepting what you're feeling, you'll find that even the most intense or unpleasant emotions will soon pass.

ADJUSTING TO RETIREMENT TIPS: EMBRACE CHANGE CONT.....

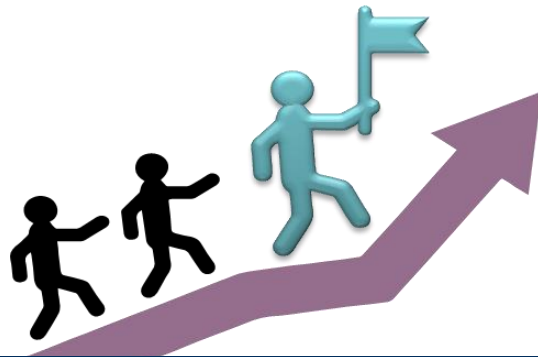
Accept the things that you can't change. Railing against events that you have no control over can be as exhausting as it is futile. Whatever the circumstances of your retirement, by accepting them you can refocus your energy to the things that you do have control over, such as the way you choose to react to obstacles. Look back at examples where you've coped with changes in the past to remind yourself that you'll be able to manage this change as well.

Redefine your identity. Many of us define ourselves by what we do for a living. After retirement, you can find new ways of defining yourself through non-work-related activities and relationships. Where you were once an employee, for example, you're now a mentor, volunteer, grandparent, student, memoirist, or artist.

Set new goals. You may have already achieved many of your professional goals in life, but it's important to keep setting yourself new ones to strive towards. Having goals can energize you, provide a sense of purpose, and help to redefine your identity. Set goals that challenge and excite you and keep you moving forward in life. Many retirees find that now they're no longer the family provider, they can focus more on their own hopes and dreams.

FIND NEW PURPOSE AND MEANING

After retirement, it's important to look for new sources of meaning—activities that add joy and enrich your life. In this respect, it can help if you're not just retiring from something, but to something as well—whether that's a fulfilling hobby, a volunteer position, or continuing education, for example..



- Find part-time work after retirement with them.
- Volunteer
- Nurture hobbies and interests
- Learn something new

Manage stress, anxiety, and depression:

Adopt a relaxation practice

Regularly practicing a relaxation technique such as meditation, progressive muscle relaxation, deep breathing, yoga, or tai chi can help ease anxiety and stress, lower your blood pressure, and improve your overall sense of well-being.

Get active

Physical exercise is a very effective way to boost your mood, relieve tension and stress, and help you feel more relaxed and positive as you get older

Practice gratitude

Take a moment to appreciate the small things in life, whether it's a phone call from a friend, a moving piece of music, or the feeling of the sun on your face.

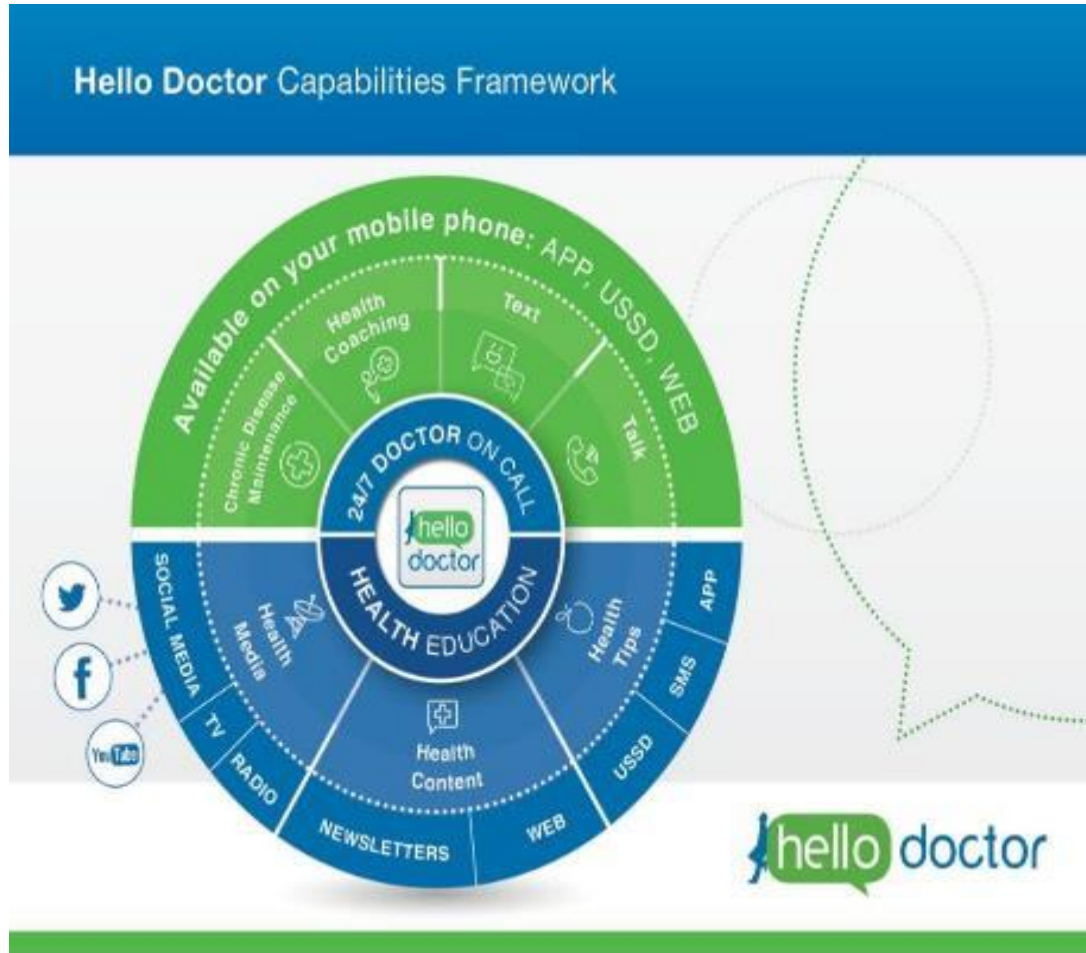
Break the worry habit

Chronic worrying is a mental habit that you can learn how to break. By challenging your anxious thoughts and learning to accept uncertainty in life, you can calm your anxious mind.

Spend time in nature

Spending time in green spaces can relieve stress, put a smile on your face, and deepen your sense of well-being

Hello Doctor Access



- Website: www.mhwellness.co.za
- No diagnosis or prescription for medication



**Behind every child who
believes in themselves is a
TEACHER who believed in
them first.
THANK YOU FOR SHARING A
PART OF YOU**

HOW TO ACCESS THE SERVICES



TOLL FREE NUMBER: 0800 111 011



wced@mhg.co.za



USSD: *134*664*38#



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