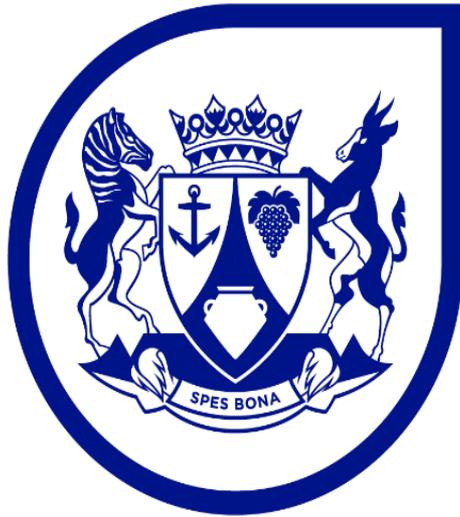


WCED Supporting the Retiree!



Your partner in Wellness



Western Cape Government

FOR YOU

- Momentum and Metropolitan formed MMI Holdings – one of the largest healthcare administrators and providers of integrated wellness services
- In excess of 18 years' experience in the health and wellness industry
- Client-centric service model approach
- Professional Network – national footprint of approx. 6000 (Social/ Psychologist)

Immediate Support Available

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 and 3 Months after retirement



Before Retirement and 3 Months after retirement



Telephonic
counselling
Unlimited



Face to
face
counselling
1-4 sessions
per employee
and/or
immediate
family
member



Trauma
Counselling



Legal &
Financial
Advice



Health
information

Employee Health and Wellbeing Programme

- Stress, Anxiety, Depression and other Health Issues
- Family and Parenting Counselling
- Marital, Divorce and Relationship Counselling
- Bereavement Counselling
- Alcohol Abuse and Drug Dependencies
- Mental Health Disorders
- HIV/AIDS Management
- Legal Advice
- Financial Advice

Confidential



11 Official Languages

Face-to-Face Services

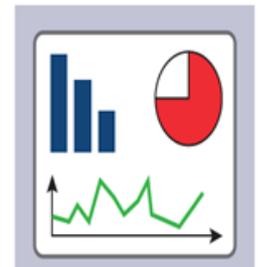


Interactive Response

Critical Incident Counselling



Dedicated E-mail and Toll-Free Number



Client and Call Metric Dashboards



“Self-care means giving yourself permission to pause.”— Cecilia Tran

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

Types of Referrals



- **Self referrals**
 - It is voluntary referral
 - You make direct contact with the EHWP via any of the access channels
- **Informal referrals**
 - An employee seeks help at the suggestion from a colleague or manager

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:

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

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.

**Embrace change
Review your new
goals. You have
invested and
empowered the future
leaders now it is times
for selfcare**



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..



- Retirement may not have to be all-or-nothing.
- 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

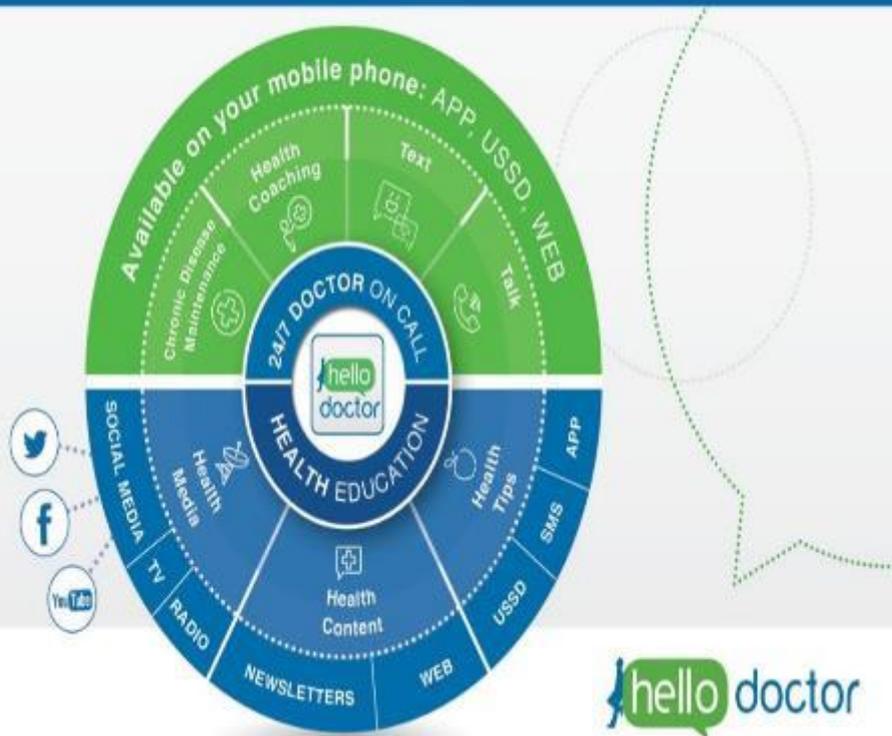
Chronic worrying is a mental habit that you can learn how to break. By challenging your anxious thoughts and learning to accept uncertainty in life, you can calm your anxious mind.

Spend time in nature

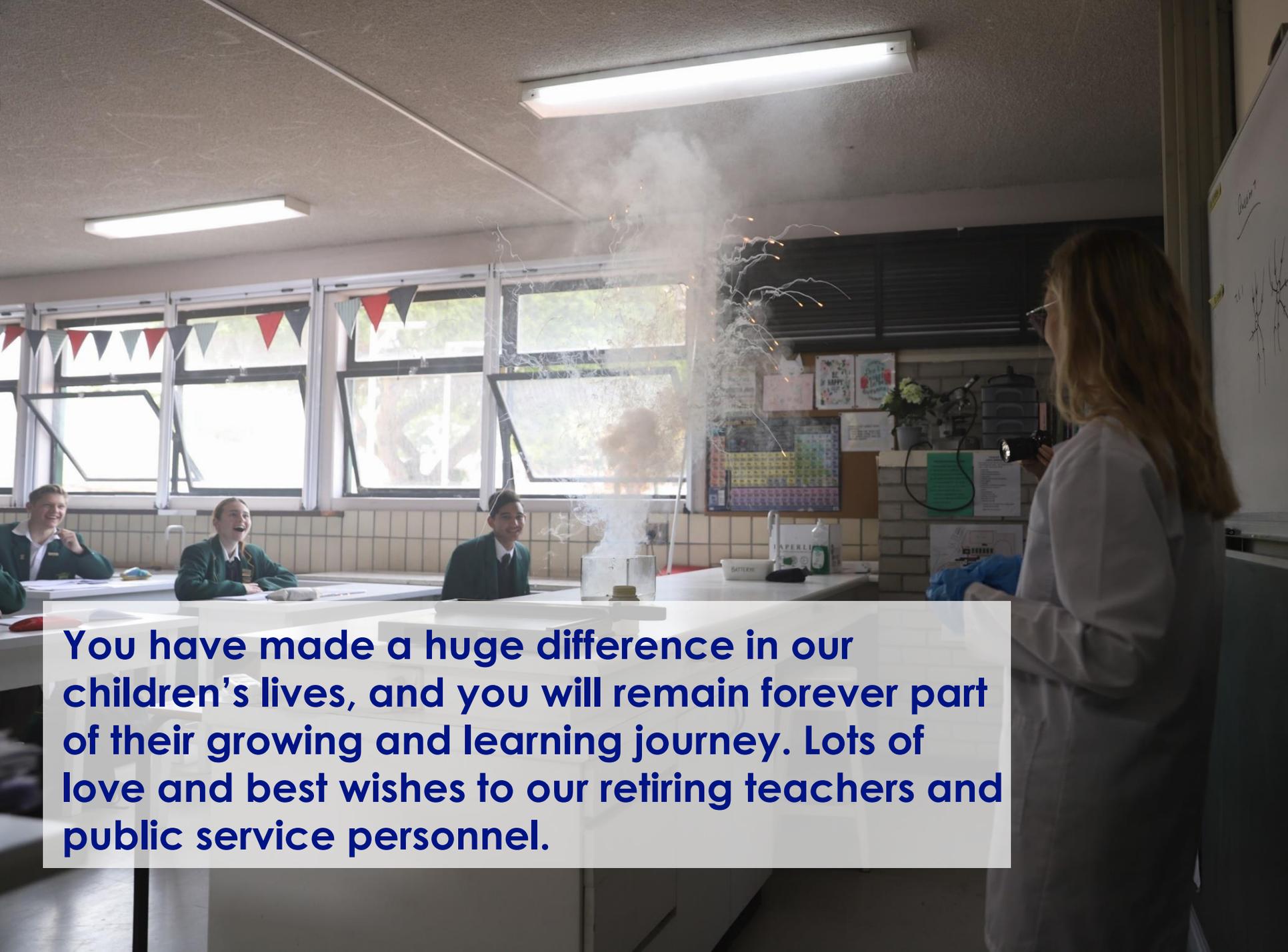
Spending time in green spaces can relieve stress, put a smile on your face, and deepen your sense of well-being

Hello Doctor Access

Hello Doctor Capabilities Framework



- **Website :**
www.hellodoctor.co.za
- **No diagnosis or prescription for medication**
- **Hello doctor can be accessed directly through the health portal.**



You have made a huge difference in our children's lives, and you will remain forever part of their growing and learning journey. Lots of love and best wishes to our retiring teachers and public service personnel.

How to Access the Services



TOLL FREE NUMBER : 0800 111 011



wced@mhg.co.za



USSD: *134*664*38#

Thank you

Lesego Mokaé
Client Relationship Manager