

Workplace Safeguarding & Wellbeing Package

Why is it needed?

Promoting safeguarding and supporting mental health in the workplace is essential, as employee wellbeing directly influences productivity, creativity, retention, and overall business performance. In Kenya alone, mental health conditions cost the economy an estimated Sh62.2 billion in 2021 — making proactive workplace wellbeing strategies not just beneficial, but urgent and necessary. Research shows that a one-point improvement in employee happiness correlates with up to a 12% increase in productivity, with more complex tasks seeing even greater gains.

What does Pamoja offer?

Pamoja offers a comprehensive range of services, from individual support to tailored training, designed to empower employees, managers, and entire organisations to enhance mental wellbeing, build resilience and drive better organisational outcomes.

All training and individual support is conducted in person, learning resources will be provided.

Please contact us for more information regarding bookings and pricing.

For Employees

- ▶ Tembea mental wellbeing assessment and plan
- ▶ Individual therapeutic services provided by Pamoja Multidisciplinary Team including counselling and occupational therapy
- ▶ Training on workplace wellbeing, resilience, emotional intelligence, and stress management
- ▶ Return to work plans for employees who have been off sick
- ▶ Individual therapeutic services including counselling and occupational therapy
- ▶ Collaboration with HR and managers to advocate for and support employee well-being including reasonable workplace adjustments.

For Managers

- ▶ Full-day workshops on managing employee wellbeing including recognize early signs of mental distress and responding appropriately
- ▶ Individual therapeutic services provided by Pamoja Multidisciplinary Team including counselling and occupational therapy
- ▶ Training on supervision and confidentiality
- ▶ Level 3 & 4 Safeguarding training - Design policies to enable employees to thrive at work.

For Organisations

- ▶ Create clear organisational pathways for career growth, learning, and creative expression
- ▶ Launch innovation hubs or creativity spaces where employees can engage in problem-solving and idea-sharing without pressure
- ▶ Team building days to foster collaboration, improve communication, and boost staff wellbeing
- ▶ Safeguarding training that helps workplaces recognise risks, protect vulnerable individuals, and create a safe, responsible, and compliant working environment.

Break the stigma, expand access, transform lives — take the first step with Pamoja.
Together, we can do better.