

## GHANA PSYCHOLOGICAL ASSOCIATION

P. O. Box PMB L49  
Legon, Accra  
Ghana, West Africa



Email: [info@gpaghana.org](mailto:info@gpaghana.org)  
[ghanapsychassoc@gmail.com](mailto:ghanapsychassoc@gmail.com)  
Website: <http://gpaghana.org>  
Tel: 0548188121

### **PRESS RELEASE ON WORLD MENTAL HEALTH DAY, 2024 “Mental Health at Work”**

This year’s World Mental Health Day is dedicated to workers across the globe. Nations are developed by its workforce, and the productiveness of every worker is influenced by their mental wellbeing. Ghana loses about \$5billion, and globally, \$2.5 trillion due to mental health related issues. A mentally healthy worker is a more productive worker. Thus, addressing mental health issues amongst workers should be the priority of all heads of institutions and policy makers. Unfortunately, many corporations do not have a policy on mental health for its workers. These organizations may allocate budget for other physical health conditions, but not mental illnesses, and psychosocial issues that affects the worker at the workplace. The mental health needs of workers are either understated or neglected, and this goes a long way to affect their personal wellbeing and performance.

Furthermore, the dynamics of team work, the challenges of meeting deadlines and targets, navigating through complex working relationships, abuse (physical, verbal, emotional, sexual etc.), financial constraints, traffic and accommodation difficulties, identity and existential crises, coupled with personal challenges with family etc., can be major stresses for any worker. The work environment and culture can serve as risk factors for many mental health issues including depression, anxiety etc., or worsen an existing mental illness. Workers are expected to perform optimally regardless of their struggles and conditions of service. If heads of institutions and governments are not sensitive to the needs of workers, and institute policies to protect, prevent and management mental health issues at the workplace, workers may resort to maladaptive coping strategies that can worsen their mental health status, and increase the risk of developing other chronic physical health issues such as hypertension, diabetes, cancers etc. All these will reduce workers’ productivity, which in turn, has a dire consequence on the economy of any nation.


Over the years, the Ghana Psychological Association, GPA, has engaged several organizations to educate and advocate for measures that will promote workers’ mental wellbeing, and through its members across the country, and on various platforms, has been involved in mental health sensitization and policy formulation, nationally and for corporations. GPA appeals to all stakeholders to continue efforts in advancing this good cause. We encourage the government and corporations to prioritize the mental wellbeing of their workers, and put in place measures to increase access to mental healthcare.

The GPA calls on the Government, the Mental Health Authority, the Ghana Employers Association, Heads of Organizations and Organized Labour to:

1. Implement an Annual Mental Health Index to benchmark mental health in workplaces.
2. Develop Ghanaian Standards for Workplace Mental Health as a standard for all organizations, tailored to the local context.
3. Conduct Annual Mental Health Assessments for employees as part of their annual staff medical screening
4. Organize Mental Health Training for managers and team leaders to equip them with the requisite skills to support employees' mental well-being.
5. Develop and implement Employee Assistance Programs (EAPs) to assist organizations to provide confidential mental health support services.
6. Organize yearly mental health screening for all drivers, security services officers, personnel and staff and as well as pilots.

The GPA encourages everyone to participate in the 10p Campaign by calling and checking in on 10 people today, and spread positivity and care throughout workplaces and communities.

On this day, World Mental Health Day, we wish all workers a mentally healthy day, and God's blessing for all organizations.

Signed: 

Dr. Isaac Newman Arthur  
GPA, National Public Relations Officer