

**CHALLENGES IN THE IMPLEMENTATION OF EMPLOYEE WELLNESS
PROGRAMME IN THULAMELA LOCAL MUNICIPALITY**

BY

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ABSTRACT

The study is about the challenges in the implementation of Employee Wellness Programs (EWP) at the Thulamela municipality. The reason for conducting this study is to assess the challenges of implementing Employee Wellness Programs (EWP). The concept of Employee Assistant Programme (EAP) originated in the United States. Consad (1999:54) reports that it evolved from Occupational Alcohol Programmes (OAP) which started in the 1930s through recovering alcoholics. The integrated approach to Employee Health and Wellness (EHW) recognises the importance of individual health, wellness and safety and its linkages to organisational wellness. The Employee Health and Wellness programme (EHWP) also seeks to provide a high-valued public servant who is characterized by a capacity for balanced and healthy living to ensure efficient service delivery (Draft for Employee Health and Wellness Strategic Framework).

The study uses both quantitative and qualitative techniques for data collection and analysis. Qualitative techniques were mostly used in that they provide the researcher with an understanding of experiences and challenges in the implementation of Employee Wellness Programs (EWP) at the Thulamela municipality. Purposive sampling was used for the selection of sample for the study. Both primary and secondary data was used for analysis in this study. Secondary data were obtained from government publications, research publications, and reports. Primary data was obtained through questionnaires. Data was collected through semi-structured interviews and documentation.

The research contained the following as findings:

- The researcher found out that Thulamela local municipality is not facing the challenges regarding implementation of Employee wellness programme and that absenteeism also contributes to loss of morale, as healthy employees.

- The findings of the study show that wellness programmes benefits the organizations and that the employers do not look for ways to decrease health and wellness expenditures without sacrificing the quality of insurance.
- The study found out that organizations are not committed to provide counselling and support services to their employees living with HIV/AIDS and their dependents through Employee Wellness Programmes.

The following were recommendations which were:

- Employee wellness programme in Thulamela Local Municipality should be professionally implemented;
- Wellness programme should be able to prevents the impact of political, social and economic problems on the individual;
- Absenteeism in a working environment should not contributes to the loss of morale, as healthy employees and;
- Employee Wellness Programmes in the institutions should benefits the organizations