



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Workplace Wellness Management

Custom Courses / Human Resources and Training

Unit Standard AATICD-0186 · NQF Level 5 · 10 Credits · 5 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to promote and manage workplace wellness, focusing on physical, mental, and social well-being. It covers strategies for implementing wellness programmes, identifying workplace stressors, and fostering a supportive environment that enhances employee productivity and reduces absenteeism.

Category	Custom Courses
Subfield	Human Resources and Training
Unit Standard	AATICD-0186
Accreditation	SAQA Accredited · NQF Level 5 · 10 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply principles of workplace wellness to design a comprehensive wellness programme.
- Analyze workplace stressors and evaluate their impact on employee health and productivity.
- Demonstrate techniques for promoting mental health and resilience in the workplace.
- Implement strategies to address physical wellness, including ergonomics and healthy lifestyle promotion.
- Evaluate the effectiveness of wellness initiatives using appropriate metrics and feedback.
- Design a communication plan to engage employees and foster a culture of wellness.

WHO SHOULD ATTEND

- This course is designed for managers, HR professionals, wellness coordinators, and any employee responsible for promoting health and well-being in the workplace.

COURSE OUTLINE

Day 1: Foundations of Workplace Wellness

- Introduction to workplace wellness: physical, mental, social, and financial dimensions
- The business case: productivity, absenteeism, and staff retention
- South African legislation: OHSA, LRA, EEA, and wellness policies
- Common workplace health risks: ergonomic, psychosocial, and environmental
- Overview of wellness programme models (e.g., WHO Healthy Workplace Framework)

Day 2: Assessing Wellness Needs and Planning

- Needs assessment methods: surveys, focus groups, health risk appraisals
- Data analysis: interpreting absenteeism, turnover, and health claims data
- Setting SMART objectives for wellness programmes
- Programme planning: scope, target groups, and timeline
- Budgeting: cost-benefit analysis and resource allocation
- Stakeholder engagement and buy-in

Day 3: Implementing Wellness Interventions

- Physical wellness: fitness challenges, ergonomic assessments, health screenings
- Mental wellness: stress management, EAPs, mindfulness programmes
- Social wellness: team-building, flexible work arrangements
- Communication strategies: campaigns, intranet, workshops
- Incentive design: rewards, recognition, gamification
- Vendor management: selecting and contracting wellness providers

Day 4: Monitoring, Evaluation, and Continuous Improvement

- Key performance indicators for wellness programmes
- Data collection tools: surveys, biometrics, participation rates
- Calculating ROI and cost savings
- Qualitative evaluation: employee testimonials and case studies
- Continuous improvement: feedback loops and programme adjustments
- Reporting: dashboards, executive summaries, and annual reports

Day 5: Integration, Culture Change, and Sustainability

- Culture change: leadership commitment, role modelling, and policy alignment
- Integrating wellness with HR: recruitment, performance management, benefits
- Sustainability: funding models, champions, and ongoing communication
- Addressing challenges: stigma, low engagement, and diverse needs
- Case studies of successful South African wellness programmes
- Personal action planning for workplace wellness implementation

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **10 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 24,200.00	R 24,200.00
1	In-House	R 31,400.00	R 31,400.00
1	On-Campus (Pretoria)	R 36,200.00	R 36,200.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	14 Aug 2026	On-Campus	Durban, South Africa
10 Aug 2026	14 Aug 2026	On-Campus	Abu Dhabi, UAE
17 Aug 2026	21 Aug 2026	On-Campus	Harare, Zimbabwe
17 Aug 2026	21 Aug 2026	On-Campus	Shenzhen, China
24 Aug 2026	28 Aug 2026	On-Campus	Bangkok, Thailand
24 Aug 2026	28 Aug 2026	On-Campus	Victoria Falls, Zimbabwe
31 Aug 2026	04 Sep 2026	On-Campus	Lusaka, Zambia
31 Aug 2026	04 Sep 2026	On-Campus	London, UK

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

- 1. Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard AATICD-0186) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
- 2. Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
- 3. Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
- 4. Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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