

**Human Resources Management**

# Workplace counselling and employee welfare management

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE

**MSD2570**

DELIVERY

**Online / Face-to-Face**

DURATION

**Flexible**

PREPARED FOR

**Organisation Approval**[Register for this Course](#)[View Online Course Page](#)

## Course Overview

The history of counselling in the workplace is not a clear, logical or easy one to determine. It seems to be a story of widely differing

pressures ranging from social, political, economic, institutional/ organizational, individual, practitioner and client sources. Some of these pressures may have been conscious, others deeply unconscious.

Whatever these pressures may be, they have led to the present position of counselling in the workplace. There is no universally accepted definition of employee wellness. In addition, there is little research to address the best practices for managing EWPs. This poses great challenges for benchmarking the effectiveness of an organisation's EWP. This article aims to provide insights into the nature, content, context, participants, role-players and anticipated benefits and possible drawbacks of EWPs as organisations implement them in South Africa.

## Course Outcomes

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- define employee wellness as it currently exists in selected South African organisations
- determine the reasons why organisations introduce Employee Wellness Programmes and the problems they experience in doing so
- investigate how the organisations present the results of their programmes
- investigate how organisations rate the success and effectiveness of their EWPs
- determine employee needs and participation of employees in EWPs
- determine how organisations fund their programmes
- to investigate how managers are involved in managing EWPs in their organisations.

## Course Outline / Curriculum

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- Employee wellness as participating organisations, service providers and labour unions define it
- Reasons for introducing Employee Wellness Programmes according to participating organisations, service providers and labour unions
- Introduction dates
- Negative consequences of introducing
- Reasons why organisations rated their Employee Wellness Programmes as successful
- Measuring the effectiveness of programmes
- Improving Employee Wellness Programmes delivery
- Determining employees' needs
- Participation rates of employees
- Presenting the results of Employee Wellness Programmes
- Support from managers
- Funding of Employee Wellness Programmes
- Discussion and recommendations
- Defining employee wellness
- Introducing Employee Wellness Programmes: Reasons and negative consequences
- Presenting the results of Employee Wellness Programmes
- Success, effectiveness and improvement of Employee Wellness Programmes
- Employee needs and participation of employees in Employee Wellness Programmes
- Expenditure and support from managers
- Limitations and recommendations

## Target Audience

Workplace counselling and employee welfare management

## Key Course Benefits

### Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

### Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

### Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

### Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

## Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

### Southern Africa

Practical training destinations with strong travel access and delegate support.

Pretoria, South Africa Vic Falls, Zimbabwe

Livingstone, Zambia

### East Africa

Popular regional centres for government, NGO and donor-funded project teams.

Kigali, Rwanda Kampala, Uganda Nairobi

Zanzibar, Tanzania

### West Africa & Islands

Strategic locations for regional networking and executive capacity building.

Accra, Ghana Port Louis, Mauritius

### International Executive Venue

Premium destination training for senior teams and international delegates.

Dubai, United Arab Emirates

### Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

Online, E-Learning Remote Teams Flexit

### Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

Onsite Custom Dates Group Training

## Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training

support.

[Register / Apply Online](#)

[View Full Course Page](#)

## About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training

NGO Capacity Building

Corporate Workshops

Online Learning

Face-to-Face Training

Certifica

## Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

<b>Organisation / Department</b>	
<b>Delegate Name(s)</b>	
<b>Approved Course</b>	Workplace counselling and employee welfare management
<b>Preferred Delivery Mode</b>	<input type="checkbox"/> Online <input type="checkbox"/> Face-to-Face <input type="checkbox"/> Organisation-Based Training
<b>Preferred Training Venue /Date</b>	
<b>Estimated Number ofDelegates</b>	
<b>Budget / Vote Number</b>	
<b>Contact Person</b>	
<b>Email / Mobile</b>	

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Authorised Name

Signature / Stamp

Date

Prepared by Magna Skills Development Institute | Training Coordinator: Denis Wunganayi

Register: <https://www.magnaskills.com/applyadd?c=2570> | Course Page: <https://www.magnaskills.com/course/2570> | WhatsApp: +27 63 007 9022

This document is intended to support course review, sponsorship approval, delegate nomination and organisational training planning.