

LHDA reinforces commitment to workplace wellness

LHDA marked World Occupational Safety and Health (OSH) Day with a week-long programme of activities across all offices, beginning at Head Office on 24 April and concluding at the Mohale Operations Branch on 30 April 2026. While aligned with global commemorations, the initiative underscored LHDA's deliberate commitment to workplace safety and to fostering a culture that prioritises both physical and mental wellbeing.



Across all branches, the programme combined physical and psychosocial wellness activities. Staff participated in group walks and fitness sessions, alongside reflective and restorative exercises such as yoga, sound baths, painting, and facilitated discussions. These were complemented by experience-sharing sessions led by guest sociologist 'M'e Bolaoana Mpakanyane creating a space for open dialogue on mental health and workplace dynamics.

Speaking at the Polihali OSH Day commemoration on 28 April, POB Manager Ms Palesa Monongoaha encouraged collective responsibility in maintaining a healthy work environment. She emphasised the importance of supporting one another in managing stress and burnout, noting that a safe and secure workplace is built through shared effort and accountability.

Human Resources Manager Ms 'Masempe Lefoka contextualised the programme within the 2026 OSH theme, "Let's ensure a healthy psychosocial working environment." She explained that the activities were intentionally designed to promote awareness of mental resilience and the value of "letting go" as a coping mechanism. While acknowledging that such practices do not deliver immediate transformation, she stressed their role in shaping healthier mindsets over time. "We recognise that one's state of mind can significantly influence the workplace. These initiatives are a step towards equipping employees with tools to manage that effectively," she said.





This year's guest speaker, sociologist 'M'e Bolaoana Mpakanyane, whose work focuses on corporate wellness, reinforced the link between mental health and productivity. She commended LHDA for taking a proactive and intentional approach to employee wellbeing, noting that organisational performance is closely tied to how well institutions support the mental health of their workforce. She highlighted that individuals bring their lived experiences, cultural backgrounds, and personal challenges into the workplace, making it essential for organisations to cultivate environments where employees can engage openly and safely. "We are a sum of our experiences. A workplace that prioritises communication and mental health must allow space for safe vulnerability," she observed

During facilitated group discussions, staff identified several factors contributing to workplace stress and toxicity, including financial pressures, relationship conflicts, job insecurity, favouritism, unrealistic workloads, limited emotional intelligence, and unprofessional management practices. In response, Ms Bolaoana encouraged employees to engage in self-reflection, understand their strengths and limitations, actively seek and accept feedback, and structure their work in ways that support realistic goal attainment.



Corporate Services Division Manager, Mr Kholotsa Moejane, acknowledged the concerns raised and affirmed management’s commitment to addressing them. He noted that the OSH activities form part of broader organisational efforts to respond to recurring challenges and improve the work environment. He indicated that further engagements would be undertaken to address workload management, conflict resolution, and leadership conduct, while recognising progress already made in strengthening management practices.

He further emphasised leadership’s commitment to health and safety, highlighting the establishment of a continuous leadership development programme aimed at equipping supervisors and managers with essential skills. “While we work to close existing gaps, we also encourage employees to take responsibility for their wellbeing by utilising available resources and developing coping mechanisms that build resilience against workplace stressors,” he said.

The OSH commemoration reflects LHDA’s ongoing commitment to embedding a holistic approach to safety—one that recognises the critical interplay between physical conditions and psychosocial wellbeing in driving a productive and sustainable work environment.