A SPECIAL ISSUE ON MENTAL HEALTH IN WORK CULTURE AND PSYCHOLOGICAL SAFETY, SUICIDE PREVENTION
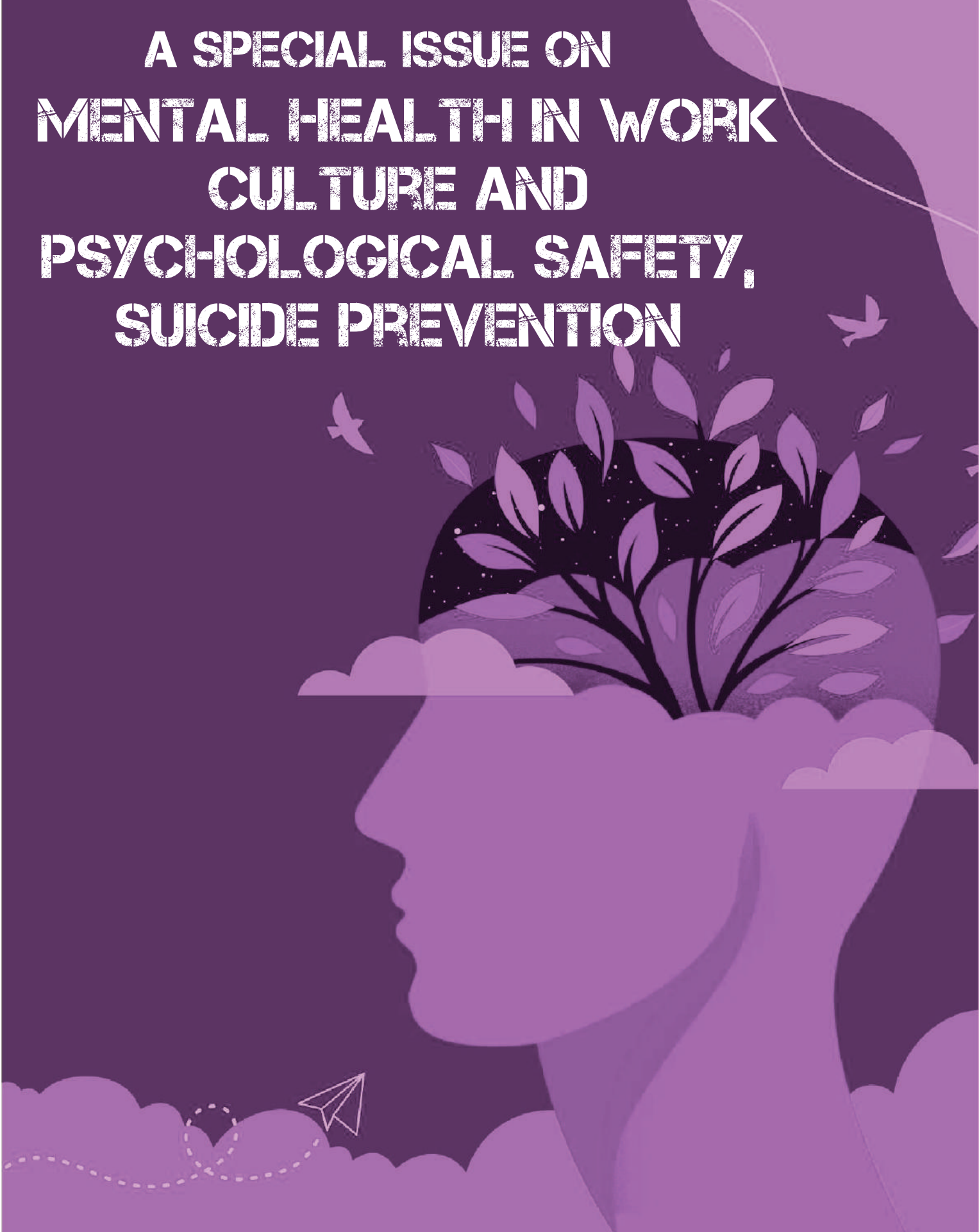
Enhancing The Work Environment
CMD

Dr. Sundar Kataria

At International Certification Services (ICS), leadership plays a pivotal role in fostering a healthy workplace environment. Our leaders are committed to clarifying strategy, objectives, and plans, while also promoting women empowerment across our organization. This dedication has seen an increasing number of women assuming management roles within ICS and its group companies.

We cultivate a familial culture where employees collaborate on assignments, ensuring effective and efficient service delivery. A comfortable, peaceful, and safe office environment not only enhances employee satisfaction but also boosts productivity and efficiency. Our top management actively engages with employees at all levels, fostering a friendly atmosphere and maintaining positive relationships throughout the team.

Open to impartial advice from employees, management at ICS has established committees for management and women's welfare. The administration, finance, and IT departments provide comprehensive support and resources to maintain a healthy workplace climate; ensuring premises are safe, peaceful, and conducive to work. We maintain complaint and suggestion books to promptly address feedback, reflecting our commitment to continual improvement.

Recognizing that there's always room for growth, our leadership identifies areas for enhancement and seeks advice accordingly. Leaders and managers are encouraged to be proactive and set high standards, while continuously striving for improvement without becoming complacent.

At ICS, we have implemented various initiatives to enhance our management system and create a friendly work environment, including:

- Premises cleanliness
- Purified drinking water
- Effective garbage disposal
- Controlled air conditioning
- Celebrations of festivals
- Access to newspapers and magazines
- Accessible library facilities
- Morning exercises and motivational talks
- Regular Sat-Gun-Sang meetings
- Birthday celebrations
- Well-maintained, gender-segregated toilets
- Convenient digital access controls
- Online digital systems
- Flexible office hours
- Implementation of POSH guidelines
- ESG initiatives focusing on social responsibility
- Fire safety systems
- Availability of first-aid facilities
- CCTV monitoring
- Emphasis on environmental, health, and safety standards

At International Certification Services, we prioritize supporting employee well-being and mental health, fostering a culture of psychological safety. Our leaders, top management, and managers share collective responsibility for maintaining a safe, peaceful, and pleasant work environment, thereby enhancing both employee wellness and organizational success.

A Newsletter of International Certification Services

Work Policies That Promote Mental Health
General Manager - Admin

Mrs. Dilys Solanki

The recognition of the importance of mental health has evolved significantly over time, gaining momentum especially in the last century and its importance have developed over the years.

Its significance has gained a steady recognition over time, with major progress made in recent decades through advocacy, research, public policy, and broader cultural shifts that emphasize mental health as a crucial aspect of overall well-being.

The need for the significance of mental health has arisen due to a variety of factors, reflecting both historical challenges and modern pressures.

- Growing Awareness of the Mind body Connection
- Changes in Social Structure and Modern Lifestyles
- Impact of Historical Events- more recent being COVID-19 Pandemic
- Desire to show higher social stature and show high productivity

Having stated that, the significance of mental health in businesses cannot be ignored. Businesses have recognized that employee mental health directly impacts productivity, performance, and retention. Burnout has become a major concern, especially with the rise of remote work and blurred boundaries between professional and personal life.

Companies have increasingly seen the value in promoting **mental health programs** to ensure a healthy and productive workforce.

Promoting mental well-being in the workplace has become increasingly important, as it impacts employee satisfaction, productivity, and overall health. Here are some workplace policies that can foster a mentally healthy environment.

Conducting Wellness Programs

- *Mindfulness and Meditation Sessions:* Offering sessions focused on mindfulness or meditation can help employees manage anxiety and improve focus.
- **Physical Wellness Incentives**: Encouraging exercise through gym memberships, yoga classes, or even step challenges helps physical health, which can have a positive impact on mental well- being.

Break and Relaxation Spaces

- *Dedicated Break Areas:* Creating comfortable spaces for employees to take breaks away from their workstations encourages rest and recovery during the workday.
- *Quiet Rooms:* Providing quiet rooms for relaxation and meditation.

Recognition and Appreciation

- *Regular Acknowledgment of Achievements:* Recognizing employees for their work contributions helps build morale and reduce stress related to feeling undervalued.
- *Employee Appreciation Programs:* Formal programs that celebrate milestones and contributions help maintain a positive and supportive work culture.

Open Communication Channels

- *Regular Check-in:* One-on-one meetings between managers and employees can help identify challenges early and offer support when needed.
- *Anonymous Feedback Mechanisms:* Providing ways for employees to voice concerns or suggest improvements anonymously can help identify systemic issues without fear of repercussion

Employee Assistance Programs (EAPs)

- **Counseling Services:** EAPs provide confidential counseling and mental health support, often at no cost to the employee.
- *Access to Resources:* These programs can also offer referrals to other professional mental health services and tools for dealing with stress, financial concerns, or substance abuse.

Zero Tolerance for Workplace Bullying and Harassment

- *Anti-Bullying Policies:* Policies that strictly address and penalize workplace bullying and harassment contribute to a psychologically safe work environment.
- *Clear Reporting Processes:* Having a transparent process for reporting and addressing harassment concerns encourages employees to speak up and reduces stress.

Workload and Job Design Management

- *Reasonable Workloads:* Ensuring employees have realistic workloads and deadlines can help prevent stress and burnout.
- *Clear Role Definitions:* Clearly defined roles and expectations reduce uncertainty and role confusion, which are significant contributors to workplace stress

Social Support and Team Building

- *Mentorship Programs:* Connecting employees with mentors for career guidance and support can foster a sense of belonging and reduce stress.
- *Team Building Activities:* Creating opportunities for social interaction through informal activities helps employees build stronger relationships, contributing to a supportive work environment. The above policies will definitely foster for keeping a check on the mental health of the employees.

Happiness and satisfaction can also be found at work place provided we remember to turn on the lights.

And **the lights** would be **better work policies.**
SO LET'S TURN ON **'THE LIGHT'**S WITH BETTER **'WORK POLICIES'.**
As well said by Glenn **Close**
"What mental health needs is more sunlight, more CANDOUR, and more unashamed conversation."

"Strategies for Employers to Support Employee Mental Health"
Vice President Forensic

Mr. Nivrtee Magar

Before discussing the strategies for such crucial and important part of any business SOP, one should understand the importance of same. A comprehensive approach not only enhances individual well-being but also contributes significantly to organizational success. Here are key reasons why these strategies are vital:

1.Increased Productivity and Engagement:

Employees who feel supported in their mental health are generally more engaged and productive. Organizations that prioritize mental well-being often see a direct correlation with improved performance metrics, as mental health issues can lead to decreased focus and motivation

2.Reduced Absenteeism and Turnover:

By addressing mental health probatively, companies can mitigate stress and reduce absenteeism. Employees who experience a supportive work environment are less likely to take sick leave or leave the organization altogether, which can save costs related to recruitment and training.

3.Enhanced Workplace Culture:

A workplace that actively promotes mental health fosters a culture of openness and respect. This encourages employees to communicate their needs and challenges without fear of stigma, leading to a more cohesive and collaborative environment.

4.Attraction and Retention of Talent:

Organizations that demonstrate a commitment to mental health are more attractive to potential employees. A strong mental health strategy can distinguish an employer in competitive job markets, helping to attract top talent and retain existing staff.

5.Ethical Responsibility:

Employers have an ethical obligation to support their employees' well-being. By prioritizing mental health, organizations contribute positively to the overall societal understanding of mental health issues, promoting a culture that values well-being and inclusivity.

6.Improved Employee Well-being:

Directly supporting mental health leads to better overall employee well-being, which encompasses both physical and emotional health. This holistic approach can reduce healthcare costs and improve quality of life for employees, benefitting both individuals and the organization as a whole.

7.Long-term Organizational Success:

Investing in employee mental health is not just a short-term fix; it is a strategic investment in the future of the organization. Healthy employees contribute to sustained growth, innovation, and resilience against market changes.

In summary, prioritizing employee mental health through effective strategies is essential for fostering a productive, engaged, and loyal workforce while fulfilling ethical responsibilities as an employer.

Strategies for Employers to Support Employee Mental Health:-

Supporting employee mental health is essential for fostering a productive and positive workplace environment. Here are several effective strategies that employers can implement:

A Newsletter of International Certification Services

1.Build a Culture of Openness and Respect:

- Leadership Training: Train leaders to recognize signs of emotional distress and to respond supportively rather than punitively.
- Promote Psychological Safety:: Encourage leaders to share their own mental health stories, which can foster acceptance and openness within the team.
- Clear Policies: Establish policies that protect against mistreatment and promote diversity, equity, and inclusion.

2.Provide Comprehensive Mental Health Resources:

- Health Coverage: Include robust mental health coverage in health care plans, ensuring it is as accessible as physical health services.
- Employee Assistance Programs (EAPs): Implement EAPs that offer confidential support and encourage their use through regular communication.
- Mental Health Days: Allow employees to take mental health days without stigma, promoting a culture where mental well-being is prioritized.

3.Enhance Communication About Mental Health:

- Regular Training: Conduct ongoing mental health awareness training for all employees, including managers, to normalize discussions around mental health issues.
- Promote Resources: Frequently communicate available mental health resources through newsletters and meetings to reduce stigma and increase access.

The Importance of Mental Health at Work

Reduces Absenteeism and Presenteeism · Enhances Employee Engagement · Attracts and Retains Top Talent · Encourages Open Dialogue · Promotes a Positive Corporate Image

4. Recognize and Celebrate Mental Health Initiatives:

- Recognition Programs: Establish programs that celebrate individuals or teams who contribute positively to workplace mental health initiatives.
- Engagement Activities: Involve employees in mental health awareness days or workshops, encouraging participation in activities that promote well-being.

5.Implement Holistic Well-being Programs:

- Wellness Initiatives: Offer wellness programs that include mindfulness training, stress reduction workshops, and access to mental health apps.
- Social Connections: Facilitate opportunities for social interaction among employees through team-building activities or support groups.

6.Train your managers to promote health and well-being

- Leadership needs to be on board to create a psychologically healthy culture. Managers and supervisors who work directly with employees are key to implementing and sustaining your policies and procedures and creating a generally supportive environment.
- Mid-level managers are often the gatekeepers of employee well-being—they are the ones who publicize the benefits and resources your organization offers.
- Without their buy-in, these opportunities aren't necessarily top of mind for many staff

7.Listen to what your employees need and use their feedback to evolve:

- A robust body of research suggests that when employees feel they have a voice in organizational decisions, they're more likely to remain in those jobs.
- Use tools like anonymous surveys, town hall suggestion boxes, and focus groups to gather feedback on company-wide policies and create specific opportunities to listen to employees of diverse backgrounds. Then, share the results in a transparent way, develop a plan to address one or more of the issues identified, and make changes. It's not enough to use employee feedback to improve your organization—you must communicate any positive policy changes you've made based on employee input.

8.Take a critical look at equity, diversity, and inclusion policies:

Providing an inclusive and equitable work environment is integral to fostering a psychologically healthy workplace and supporting the mental well-being of employees. Experiences of interpersonal and organizational inequity and discrimination are highly connected to stress and can propel people to leave their jobs.

In conclusion, prioritizing employee mental health is not merely a trend but a fundamental aspect of building a thriving workplace. By implementing effective strategies, organizations can create an environment that supports well-being, enhances productivity, and fosters a culture of openness and respect. As we move forward in an increasingly complex work landscape, investing in mental health initiatives will not only benefit employees but also drive long-term organizational success. Embracing this commitment reflects a progressive approach to leadership and demonstrates that the well-being of employees is a top priority, paving the way for a healthier, more resilient workforce.

Role of Leadership in Promoting Mental Health
Ms. Sana Khan - General Manager-Forensics

Once upon a time in a bustling city, there was a mid-sized tech company called Innovatech. The company had always prided itself on its innovative products and cutting-edge technology, but over the years, it faced increasing challenges with employee morale and mental health.

High turnover rates and frequent burnout among employees were becoming common issues, leading to a decline in productivity and creativity.

Recognizing the problem, the newly appointed CEO, Sarah, decided to take action. Sarah had a background in psychology and understood the critical link between leadership and mental health. She believed that fostering a supportive workplace culture was essential for the company's success.

Step 1: Open Communication
Sarah started by hosting an all-hands meeting where she openly discussed the importance of mental health. She shared her own experiences with stress and burnout, emphasizing that it was okay to seek help. This transparency encouraged employees to share their struggles, creating an atmosphere of trust and openness.

Step 2:
Following this meeting, Sarah introduced several initiatives aimed at supporting mental health. She implemented an Employee Assistance Program (EAP) that provided access to counseling services, workshops on stress management, and resources for mindfulness practices. Additionally, she encouraged managers to check in regularly with their teams, fostering a culture of care.

Step 3: Leading by Example
Sarah also made it a priority to model healthy behaviors. She began taking regular breaks during the workday and encouraged her team to do the same. She organized "wellness days" where employees could participate in activities like yoga, meditation, or simply take time off to recharge without any guilt. This not only improved morale but also demonstrated that leadership valued mental well-being.

Step 4: Recognizing Achievements
To further boost employee morale, Sarah established a recognition program that celebrated individual and team achievements. Monthly awards were given for outstanding contributions, fostering a sense of accomplishment and community within the workplace.

The Transformation

Over time, these changes began to take effect. Employees felt more supported and valued, leading to increased job satisfaction. The open dialogue about mental health reduced stigma, making it easier for employees to seek help when needed.

One employee, Mark, who had been struggling with anxiety for years, found the courage to reach out after Sarah's initiatives took root. With the support of the EAP and his manager's encouragement, he began attending therapy sessions and learned coping strategies that helped him manage his anxiety effectively.

As Innovatech continued to prioritize mental health under Sarah's leadership, productivity soared. The company not only retained talent but also attracted new employees who were eager to be part of such a supportive environment.

This story illustrates how impactful leadership can be in promoting mental health within an organization. When leaders prioritize their team's well-being, they cultivate an environment where everyone can thrive both personally and professionally.

By,

AI Generation.

If human being created software can understand it, then why not human being ???

Leaving a Thought to Practice and Implement….

Positive Suicidology: A Strengths-Based Approach to Prevention
General Manager - Health Claim

Dr. Rohini Sakpal

Suicidal behaviour are significant public health concerns globally, leading to a growing body of research aimed at understanding and preventing these tragic outcomes. Traditional suicidology often focuses on the risk factors and deficits that contribute to suicidal thoughts and actions. However, a transformative approach known as "positive suicidology" emphasizes strengths, resilience, and well-being as critical components of prevention. This article explores the foundations, principles, and applications of positive suicidology, illustrating how a strengths-based perspective can revolutionize suicide prevention strategies.

Tips for Talking With a Health Care Provider About Your Mental Health

Talk to a primary care provider | Prepare ahead of your visit | Consider bringing a friend or relative | Be honest | Ask questions

1. The Foundations of Positive Suicidology

➢ **Understanding Positive Suicidology**

Positive suicidology redefines the narrative around suicide by shifting the focus from pathology to possibility. It incorporates the principles of positive psychology, which emphasizes human strengths and the conditions that foster well-being. This approach acknowledges that while suicidal ideation and behavior often stem from pain and suffering, individuals also possess the capacity for resilience, hope, and recovery.

➢ **Historical Context**

The traditional view of suicidology emerged from a deficit model that prioritized identifying and mitigating risk factors. While understanding these factors is crucial, it often leads to a one dimensional view of individuals as merely their problems. Positive suicidology challenges this perspective by promoting a more holistic understanding of individuals as multifaceted beings with inherent strengths. This evolution in thinking encourages a more compassionate and empowering approach to suicide prevention.

2. Key Principles of Positive Suicidology

1.Resilience and Strengths-Based Framework
At the heart of positive suicidology is the belief in resilience—the ability to bounce back from adversity. Research shows that resilience can be cultivated through social support, coping strategies, and personal strengths. Interventions grounded in this framework aim to enhance individuals' resilience by fostering social connections, building skills, and promoting positive coping mechanisms.

2.Fostering Hope
Hope is a crucial component of mental health and well-being. Positive suicidology emphasizes the importance of instilling hope in individuals who may feel trapped in their circumstances. This can be achieved through therapeutic approaches that focus on goal-setting, vision-building, and envisioning a positive future. Hope not only acts as a protective factor against suicide but also enhances overall quality of life.

3.Building Meaning and Purpose

A sense of meaning and purpose is associated with lower rates of suicidal behavior. Positive suicidology encourages individuals to explore their values, passions, and what gives their lives significance. This exploration can be facilitated through counseling, community engagement, and personal reflection, ultimately guiding individuals toward a more fulfilling and purposeful life.

4.Community and Social Support

Strong social networks are vital for mental health and well-being. Positive suicidology promotes community-building initiatives that connect individuals with supportive peers, mentors, and resources. These connections provide emotional support, reduce feelings of isolation, and create a sense of belonging—key factors in suicide prevention.

- ## Applications of Positive Suicidology

1. Therapeutic Interventions

Mental health professionals can integrate positive suicidology principles into therapeutic settings. Techniques such as solution-focused therapy, strengths-based assessments, and narrative therapy help individuals identify their strengths and resources. By focusing on what is working in a person's life, therapists can facilitate a more hopeful and empowering therapeutic journey.

2. Educational Programs

Schools and educational institutions can adopt positive suicidology frameworks in their mental health programs. By teaching resilience, emotional intelligence, and coping strategies, educators can empower students to navigate challenges effectively. Programs that encourage peer support and mentorship also contribute to creating a nurturing environment where students feel valued and understood.

3. Community Initiatives

Community-based programs that prioritize connection and support can significantly impact suicide prevention efforts. Initiatives such as community wellness workshops, peer support groups, and public awareness campaigns can foster a culture of openness and understanding surrounding mental health. These programs not only provide resources but also promote the idea that everyone can contribute to a supportive environment.

4. Research and Policy

Further research into positive suicidology can inform policies that prioritize strengths-based approaches. Policymakers should consider funding programs that promote resilience and well-being, rather than solely focusing on crisis intervention. By adopting a proactive stance on mental health, communities can create environments conducive to growth and recovery.

- ## Challenges and Considerations

While positive suicidology presents a promising approach to prevention, several challenges must be addressed. One significant issue is the potential oversimplification of mental health issues. It is essential to strike a balance between acknowledging the seriousness of suicidal ideation and promoting resilience and strengths. Additionally, cultural considerations play a critical role; different communities may have varying perceptions of strength and support, necessitating tailored interventions.

- ## Conclusion

Positive suicidology represents a paradigm shift in the way we approach suicide prevention. By emphasizing strengths, resilience, and the potential for recovery, this approach not only transforms the narrative around suicidal behavior but also enhances the overall well-being of individuals and communities. Through therapeutic interventions, educational programs, community initiatives, and informed policies, we can create a more compassionate and hopeful landscape for those struggling with suicidal thoughts. As we move forward, it is crucial to continue exploring and expanding the principles of positive suicidology, fostering a culture that values life, connection, and the innate strength within us all.

Impact of Remote Work on Mental Health
Dy. Manager-Forensics

Ms. Riddhi Ghosalkar

Relocating to a new place for work comes with a mix of excitement for new opportunities and the anxiety of leaving familiar surroundings. Some may thrive in a new environment, while others may struggle with the emotional and psychological challenges that arise from the same.

Remote work enhances your ability to adapt to change. It pushes one out of their comfort zones, encouraging resilience and problem-solving in unfamiliar situations. The excitement of living on your own, in your own new place, improves your outlook on life, giving a renewed sense of purpose and adventure. But, as some point, reality strikes, that you are away from home; away from your familiar place. The internal conflict between pursuing career goals and the emotional pain of separation can create a persistent feeling of unease.

Remote Work Statistics

While the prospect of new opportunities seem exciting, moving away from the familiarity of home can induce significant stress, anxiety, and homesickness. The experience of adjusting to a new environment, coping with unfamiliar surroundings, and being distant from loved ones can create emotional challenges that may hinder one's ability to thrive in a new location.

These major life changes deeply affect one's mental and emotional well-being, the most common emotional response being "homesickness".

The longing for one's former environment, family, and friends can be intense, particularly during the initial stages of relocation and for some, throughout the duration of relocation. The emotional discomfort of being far from home, not being with your loved ones during birthdays, holidays, or significant life events, can cause feelings of sadness, loneliness, and nostalgia. The simple pleasures of daily interactions with loved ones like sharing meals, casual conversations, or participating in family activities are suddenly absent. These moments of connection provide emotional stability, and their absence can make one feel isolated, even in a crowded place. The warmth and comfort of being surrounded by people who know and care for you can feel irreplaceable in a new environment.

Along with that comes social anxiety. Making new friends and building social networks in an unfamiliar environment can be daunting, especially for individuals who struggle with social interaction. While you always try to socialize, one may always try finding pieces of home in that environment. Even in the most welcoming environments, the absence of familiar faces can create a void that is difficult to fill. This feeling of loneliness is often amplified by the fact that relocation is typically a solo journey, with one being disconnected from the support systems they relied on at home.

Remote working comes with the painful emotional cost of being separated from loved ones. The feelings of loneliness, homesickness, and emotional strain can be overwhelming, impacting both mental health and relationships. Though the pain of missing family and friends may never fully disappear, it needs to be managed, allowing for both personal and professional growth in the new environment. By staying connected with loved ones through virtual meets (thanks to technology), embracing new opportunities, and practicing self-care, individuals can navigate these emotional challenges of relocation and safeguard their mental well-being.

Creating a culture of psychological safety at work
Sr. Forensic Analyst

Ms.Pooja Chandran

"Is it okay to admit if I'm struggling with a task?"

As someone in the workforce, we often ask ourselves the same question. Both as employees and employers, it is crucial to create a safe environment that is both collaborative and supportive.

When a senior responds with something like, "I'm glad you brought this up. Let's figure it out together," it sends a strong message that seeking help isn't a weakness, but rather an opportunity to learn and improve. This not only promotes open communication but also strengthens team dynamics and personal growth.

Psychological safety means feeling safe to take interpersonal risks, to speak up, to disagree openly, to surface concerns without fear of negative repercussions or pressure to sugarcoat bad news. It is the absence of interpersonal fear. Psychological safety nurtures an environment where people feel encouraged to share creative ideas without fear of personal judgment or stepping on toes. In this kind of environment, it feels safe to share feedback with others, including negative feedback to leaders about where improvements or changes are needed. It's okay to admit mistakes, to be vulnerable, and to speak truth to power. Feeling psychologically safe allows people to perform their best at home, school, and work.

Psychological safety in the workplace is a crucial element for fostering innovation, enhancing productivity, and improving employee well-being. It refers to an environment where individuals feel safe to express their opinions, share ideas, and take risks without fear of humiliation, rejection, or punishment. In such settings, people can bring their whole selves to work, which leads to higher engagement, collaboration, and performance.

What leadership skills are important for psychological safety?

To boost psychological safety at work, leaders must first turn inward to understand and integrate their own emotions and fears, and then turn outward to support others.

Several key leadership skills are crucial for fostering psychological safety in the workplace. These skills help leaders create an environment where employees feel comfortable speaking up, sharing ideas, and taking risks without fear of negative consequences:

- *Active Listening*

Leaders listen attentively, showing respect and openness, encouraging employees to share ideas without fear of judgment.

- *Open Communication*

Promoting transparent communication helps build trust, encouraging feedback and open sharing of ideas or concerns.

- *Emotional Intelligence*

Leaders manage their emotions and respond calmly, maintaining a supportive and safe atmosphere during challenging conversations.

- *Encouraging Diverse Perspectives*

Leaders seek diverse viewpoints, ensuring all voices are heard, especially quieter ones, to foster inclusivity and value different ideas.

- ***Constructive Feedback***

Providing feedback focused on learning and development, not blame, promotes growth and psychological safety.

- ***Supportive Coaching***

Leaders guide without micro managing, empowering employees to experiment, learn, and grow in a safe environment.

- ***Conflict Resolution***

Leaders resolve conflicts respectfully, preventing escalation and maintaining psychological safety within the team.

- **Accountability Without Blame**

Holding people accountable without shame, focusing on solutions and learning, ensures a supportive and positive culture

How Organizations and Employees Can Build Psychological Safety

Organizations can:

- Train leaders and managers on how to promote psychological safety in the workplace.
- Recognize and celebrate employees' unique strengths in company-wide communications.
- Make it clear that undermining others' efforts will not be tolerated.

Employees can:

- Focus on solutions by asking, "What can we do to solve this problem together?"
- Invite input from others, saying, "I'd love your feedback on this idea."
- Listen actively to colleagues and ask thoughtful, respectful questions.
- Show kindness and respect to others, even when disagreeing.
- Provide feedback in a respectful and constructive manner.

Promoting mental health, and combatting the stigma that keeps people with mental-health or substance-use disorders from seeking care, are essential to psychological safety in the workplace.

Creating a culture of psychological safety requires intentional effort from leadership, a supportive environment, and policies that prioritize employee well-being.
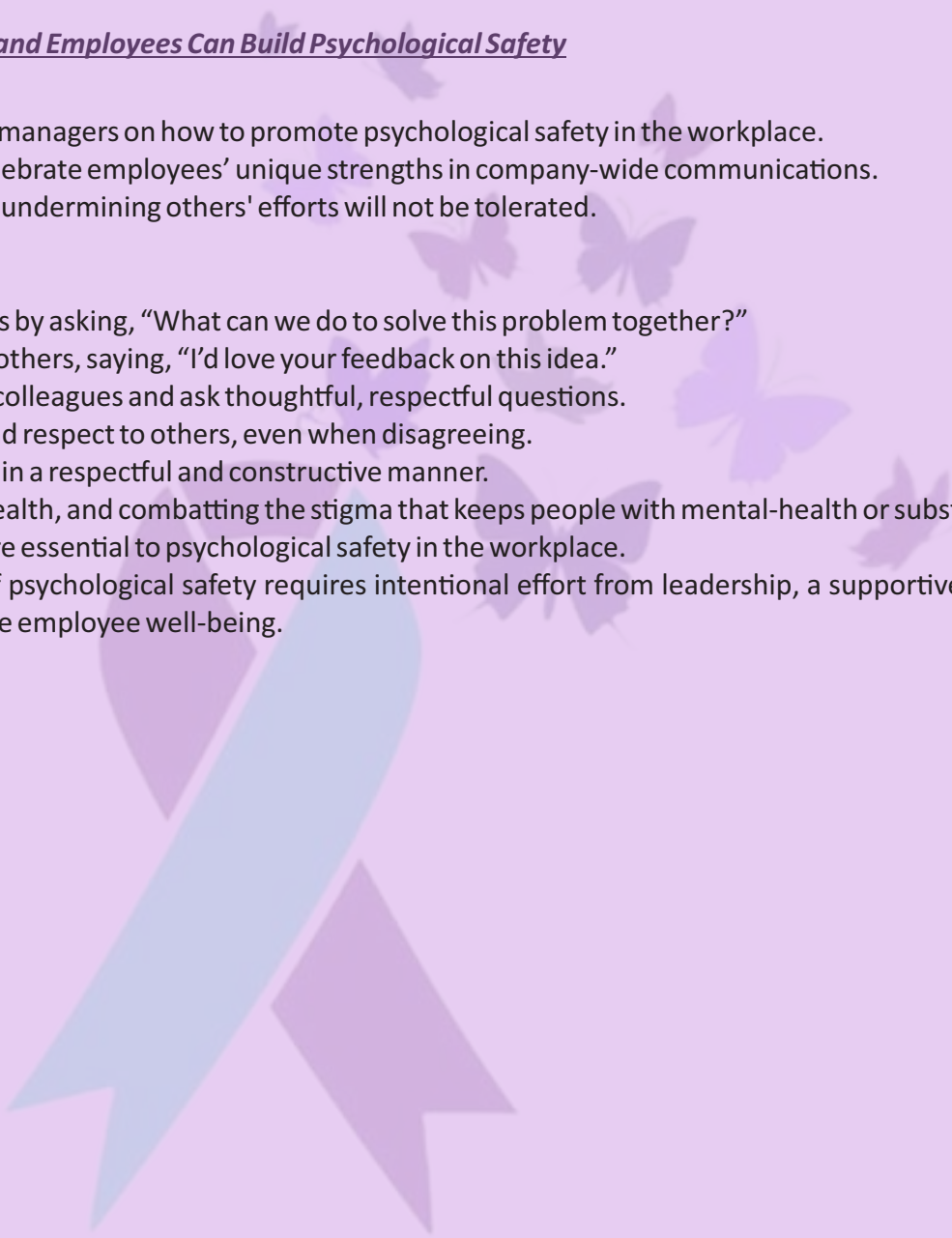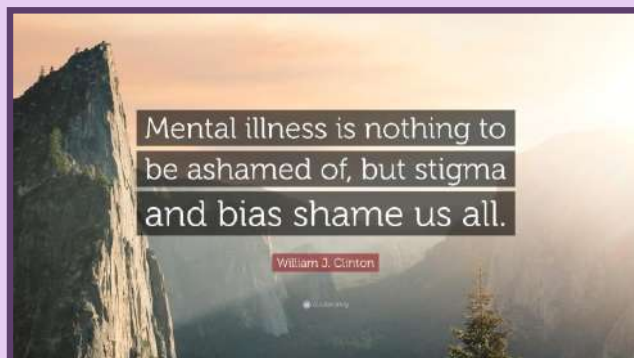
The Importance of Mental Health Awareness in the Workplace
Engineer - Motor Claim

Mr. Dinesh Chavan

In today's fast-paced work culture, mental health is something we just can't afford to overlook. But what exactly is mental health? It refers to our emotional, psychological, and social well-being. It affects how we think, feel, and act, especially when we're under stress or pressure. Good mental health helps us handle stress better, maintain good relationships, and make sound decisions at work.

Mental illness is nothing to be ashamed of, but stigma and bias shame us all.
— William J. Clinton

IMPACT OF MENTAL HEALTH ISSUES AT WORK

The Impact of Mental Health on Work

Mental health issues such as stress, anxiety, and depression can significantly affect an employee's performance, leading to decreased productivity, increased absenteeism, and higher turnover rates. According to the World Health Organization (WHO), depression and anxiety cost the global economy an estimated $1 trillion per year in lost productivity.

Why is Mental Health Awareness Important?

Raising awareness about mental health in the workplace means creating an environment where employees feel safe to express their feelings and seek help when needed. The more we talk about it, the less stigma there is, and people will be more likely to open up. This awareness not only improves individual well-being but also positively impacts the organization as a whole.

The Advantages of Being Aware of Mental Health

There are clear benefits to being aware of mental health in the workplace:

- Improved Employee Well-being: Promoting mental health awareness helps create a supportive environment where employees feel valued and understood. This can lead to improved morale and job satisfaction.
- Increased Productivity: Employees who feel supported in their mental health are more likely to be engaged and productive. They can focus better on their tasks and contribute more effectively to the organization's goals.
- Reduced Absenteeism: Addressing mental health issues can lead to a decrease in absenteeism. Employees are less likely to take time off due to stress or mental health-related issues when they have access to the necessary support.
- Enhanced Organizational Culture: A workplace that prioritizes mental health fosters a culture of openness and support. This can improve team dynamics and create a more positive work environment.

The Disadvantages of Not Being Aware of Mental Health

On the other hand, ignoring mental health can lead to serious problems:

- Increased Absenteeism: Employees may take more time off work due to stress-related illnesses, which can disrupt the workflow.
- Lower Productivity: People struggling with their mental health may have difficulty concentrating, leading to missed deadlines and lower performance.
- High Turnover Rates: If employees feel their mental health isn't a priority, they may look for a more supportive work environment elsewhere.

Toxic Workplace Culture: A lack of awareness can contribute to poor communication, misunderstandings, and ultimately a negative work atmosphere.

Strategies for Promoting Mental Health Awareness

- *Training and Education:* Providing training for managers and employees on mental health issues and how to address them can help create a more informed and supportive workplace.

- *Employee Assistance Programs (EAPs):* Offering EAPs that provide confidential counseling and support services can help employees manage their mental health.

- *Flexible Work Arrangements:* Allowing flexible work hours or remote work options can help employees balance their work and personal lives, reducing stress.

- *Regular Check-ins:* Encouraging regular check-ins between managers and employees can help identify and address mental health issues early on.

- *Creating a Supportive Environment:* Promoting a culture of openness where employees feel comfortable discussing their mental health can help reduce stigma and encourage seeking help.

Intersection of Mental Health Law and Suicide Prevention
Forensic Analyst

Ms. Aakanksha Umale

Suicide is a global public health crisis, with nearly 800,000 lives lost every year, according to the World Health Organization. Behind this stark statistic is a complex interplay of mental health challenges, social pressures, and environmental factors. In recent years, the critical need for suicide prevention has emerged as a top priority for public health. One of the critical tools in addressing this issue is mental health law, which has a profound impact on suicide prevention. At the crossroads of mental health law and suicide prevention, society grapples with critical questions: How can laws protect individuals at risk of suicide while respecting their autonomy and dignity? What role should the legal system play in ensuring appropriate mental health care? These questions form the foundation of a legal and ethical challenge that requires a balanced approach. At this exact time, mental health laws have evolved to safeguard vulnerable individuals, particularly those at risk of suicide.

Legal Frameworks and Mental Health: Safeguarding Vulnerable Individuals:

Mental health laws have evolved significantly over the years, the key objective and primary motive of these laws is to protect individuals who may not be capable of making informed decisions due to mental health disorders. In the context of suicide prevention, the legal system must address the delicate balance between protecting individuals at risk and respecting their civil liberties.

- **The Role of Mental Health Professionals in Legal Settings:**
Mental health professionals play a vital role in identifying individuals at risk of suicide and facilitating necessary interventions. A key legal intersection is confidentiality: while bound to protect patient privacy, professionals must break confidentiality when there is an imminent suicide risk. "Duty to warn" and "duty to protect" laws require them to notify authorities if a patient poses a credible threat, balancing privacy with public safety concerns.

- **Suicide Prevention Policies and Legal Implications:**
Suicide prevention strategies have increasingly become embedded in public health and legal systems, aiming to reduce risk factors and provide timely interventions. These measures are designed to create a safety net for individuals at risk of suicide, emphasizing early intervention and reducing stigma around mental health treatment. Thy aim to raise awareness, and limit access to lethal means, such as firearms and toxic substances.

Additionally, by removing financial barriers to care, these laws help ensure that individuals with mental health disorders have access to early treatment, reducing the risk of suicide.

- **Confidentiality and Duty to Protect**

The legal concept of confidentiality is a cornerstone of the patient-professional relationship in mental health care. Individuals seeking help for mental health issues must feel confident that their privacy will be respected. However, mental health law also recognizes the necessity of breaking confidentiality when a patient poses a clear danger to themselves or others, as is often the case with suicide risk.

For professionals, breaking confidentiality could erode trust between the patient and therapist, making the individual less likely to seek help in the future.

- **Ethical Dilemmas: Autonomy vs. Protection**

When individuals are at risk of ending their own lives, mental health laws often prioritize involuntary treatment to preserve life. However, this can conflict with their rights to autonomy and self-determination. The inclusion of mental health disorders raises difficult questions: should those with chronic mental illnesses be allowed to make end-of-life decisions, or should the legal system focus on treatment and recovery? These ethical dilemmas underscore the role of mental health law in protecting individual rights while ensuring their well-being. As discussions around suicide prevention progress, legal systems must balance respect for autonomy with the need for a safety net for those in crisis.

- **Reducing Access to Lethal Means:**

One of the most effective public health strategies for suicide prevention is restricting access to methods commonly used in suicides, such as firearms, toxic substances, or certain medications. Laws that limit access to these means have been shown to significantly reduce suicide rates, particularly in cases of impulsive suicide attempts. For example, background checks for gun purchases that include mental health screenings or laws that regulate the sale of potentially lethal substances play a vital role in preventing suicide.

- **Involuntary Commitment and Treatment:**

One of the most significant aspects of mental health law related to suicide prevention is involuntary hospitalization. These laws enable the immediate protection of the individual by placing them in a controlled environment, such as a mental health facility, where they can receive treatment and be monitored.

The decision to commit someone against their will must be balanced with the individual's rights to freedom and self-determination.

- **Suicide Prevention in Schools and Workplaces:**

Mental health laws often mandate the implementation of suicide prevention programs in schools, workplaces, and correctional facilities. Early identification of individuals at risk is key to prevention, and legal frameworks

In many countries, educational programs that raise awareness of suicide risk factors and teach coping strategies are required by law in schools. Similarly, workplace laws may require employers to provide mental health resources and support systems for employees. These programs foster environments where individuals feel empowered to seek help, reducing stigma and encouraging early intervention.

Conclusion

In conclusion, Mental health law plays a critical role in suicide prevention so the intersection of mental health law and suicide prevention presents a dynamic and evolving challenge. The goal must be to create a legal and healthcare environment where individuals at risk of suicide feel supported, understood, and empowered to seek the help they need. By prioritizing both the protection and dignity of individuals, mental health law can play a vital role in reducing suicide rates and supporting those most in need of help.

Mental Health and Work Environment
Dy. Manager Forensic

Ms. Dipali Kumbhare

1. What is the most common mental health condition among working adults?
2. Which of the one of factor is most likely to negatively impact mental health in the workplace?
3. What is the term for the psychological distress caused by excessive work demands and pressure?
4. How can a supportive work environment contribute to positive mental health?
5. What is the importance of work-life balance for mental health?

1.Depression, 2.High levels of stress, 3.Burnout, 4. By providing a sense of belonging, encouraging open communication, and offering resources for mental health support., 5.Work-life balance helps prevent burnout, reduces stress, and allows for personal well-being.

Please rate the following statements on a scale of 1 to 5, where 1 is strongly disagree and 5 is strongly agree:

1.I feel satisfied with my job and career path.
2.I have a good work-life balance.
3.I feel supported and valued by my colleagues and supervisor.
4.I am able to handle stress effectively.
5.I feel comfortable discussing my mental health concerns with my supervisor or colleagues.
6.I believe my workplace promotes a positive and inclusive culture.
7.I have access to mental health resources and support programs through my employer.
8.I feel motivated and engaged in my work.
9.I am able to set realistic goals and achieve them.
10.I feel confident in my abilities and skills.

Scoring
Add up your scores for each statement. A total score of 30-50 indicates a positive mental health and work environment. A score of 15-29 suggests areas for improvement. A score below 15 may indicate significant challenges that require attention.

Analysis
If your score is below 30, it's important to take steps to improve your mental health and work environment.

Training Calendar- Sep -2024

Training Name	Date	Time	Fees	Mode
LEAD AUDITOR TRAINING IMS (9001 + 14001 + 45001)	14TH to 22ND OCT 2024	10.00 am to 5.00pm	28000+18%GST	Online
INTERNAL AUDITOR ISO 9001:2015	25TH & 26TH OCT 2024	10.00 am to 5.00pm	7000+18%GST	Online
INTERNAL AUDITOR ISO 45001	3OTH & 31ST OCT 2024	10.00 am to 5.00pm	6000+18%GST	Online

Birthday's Month of Oct - 2024...

Sr. No.	Emp. Name	Station	Emp. Dob
1	Ajay Bhandari	Nepal	01-Oct
2	Arun Gaud	Mumbai-IT	02-Oct
3	Badruddoja	ICS-IOCL Haldia Shutdown	02-Oct
4	Ritik	ECD-IOCL	02-Oct
5	Abhikash Mehra	ECD-HPCL-MDPL-COATING & INTEGRITY SURVEY	03-Oct
6	Irfan Alam	ICS-ONGC-WADU	05-Oct
7	Mumtaj Ansari	ICS-ONGC-Cambay	05-Oct
8	Sanjay Kumar Yadav	Ausadha	05-Oct
9	Bhumanapalli Mokshagna Reddy	ICS-Assure - Forensic	07-Oct
10	Supriya Gajbhiye	ICS-Assure - Forensic	07-Oct
11	Vibhor Kumar	ICS-ONGC South Goa	07-Oct
12	Sumeet Sundar Kataria	Directors/ ICSA	08-Oct
13	Tehari Lal Namdev	ICS-ONGC-WADU	08-Oct
14	Nishanpuri Vinodpuri Goswami	ICS-ONGC-Mehsana	09-Oct
15	Amit Kumar	ICS-MP Jal Nigam	10-Oct
16	MD KALIMUDDIN .	ICS-IOCL Haldia Shutdown	10-Oct
17	Arunesh Kumar .	ICS-ONGC-Ankleshwar	10-Oct
18	Mohitha Mohan	ICS-Assure - Motor OD	10-Oct
19	Rishab Dubey	ICS-ONGC-Mehsana	10-Oct
20	Nitesh Kumar Shukla	ICS-IGL New Delhi	10-Oct
21	Salman	ICS-Reliance Ro Project	11-Oct
22	Pratham Raut	Mumbai-ECD	12-Oct
23	Sumit Lavaniya	ICS-IGL New Delhi	12-Oct
24	Babu	ICS-ONGC-Cauvery Asset	14-Oct
25	Rohini Bobade	Mumbai-Admin	14-Oct
26	Jayesh Gujar	Mumbai-IT	14-Oct
27	Ujjawal Dewle	ICS-Reliance Ro Project	14-Oct

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Birthday's Month of Oct - 2024...

Sr. No.	Emp. Name	Station	Emp. Dob
28	Ramkumar Kashyap	Training centre	15-Oct
29	Akshay Kumar	ICS-IGL New Delhi	15-Oct
30	Mukesh Arora	ICS-Technology	15-Oct
31	Deepak Shinde	ICS-Assure - Health	15-Oct
32	Prashant Tiwari	ICS-MNGL-Pune	16-Oct
33	Vaibhav Mhatre	ICS-VENDOR	16-Oct
34	Vijendra Singh	ECD-SGL	16-Oct
35	Harish Soni	Indore	18-Oct
36	Nirmala S	Bangalore	19-Oct
37	Jagdish Shakyawar	ICS-ONGC-Mehsana	20-Oct
38	Murtaza Ali	ICS-IOCL Haldia Shutdown	20-Oct
39	Amit Kumar Sharma	ICS-Assure-Delhi	21-Oct
40	Govindbhai Gafurbhai Vasaiya	ICS-ONGC-WADU	21-Oct
41	Sneha Sable	ICS-Assure - Reconstruction	21-Oct
42	Tanweer Khan	ICS-IOCL Bongaigaon Shutdown	22-Oct
43	Sanjay Rathor	ICS-ONGC-Ankleshwar	23-Oct
44	Babita Yadav	Mumbai-Admin	23-Oct
45	Suraj Kumar Shukla	Ausadha	25-Oct
46	Shamsher Husain Siddiqui - Sheikh	ICS-IOCL Haldia Shutdown	25-Oct
47	Karthik Das .P	ICS-ONGC-Offshore	26-Oct
48	Aditya Lonkar	ICS-MNGL-Pune	26-Oct
49	Sanjay Kumar Chauhan	Mumbai-CO	26-Oct
50	Md Quamrullah .	ICS-IGL New Delhi	27-Oct
51	Ashwani Kumar	Ludhiana	28-Oct
52	Paramjeet Kumar .	ICS-IOCL Bongaigaon Shutdown	28-Oct
53	Saif Mohammed Solkar	ICS-VENDOR	29-Oct
54	Vivek Kumar Solanki	Mumbai-InspCell	29-Oct
55	Shahid Sayed	ICS-ONGC-Uran	30-Oct

Horoscope Month of
October - 2024

Aries

This month is about harnessing the power of collaboration and using your social connections to achieve your goals. Don't shy away from expressing your bold ideas, but be flexible and adaptable to integrate other's contributions. Opportunities for joint ventures, investments, or even lucrative freelance work can arise through unexpected connections. Focus on quality time with your loved ones, plan exciting outings, and engage in activities that strengthen your bond.

Taurus

This is a potent month to set ambitious goals, take the initiative, and showcase your talents. Expect recognition and potential leadership opportunities. Money matters might feel like a roller coaster. Unexpected expenses could crop up but don't fret. Family ties strengthen as you prioritise quality time. Support loved ones, but don't neglect your own needs. While your overall health appears fine, fatigue and stress might creep in. Prioritise sleep and healthy eating.

Gemini

It's a month for introspection, reevaluation, and potentially shedding old skin to emerge stronger. You might uncover hidden talents or be drawn to challenging, high-stakes projects. Don't shy away from delving into the complex or pursuing unconventional paths. Financial matters might require scrutiny and wise investments. Be cautious of risky ventures and sudden spending urges. This is also an excellent time to explore alternative healing modalities or address lingering emotional issues.

Cancer

It's a month for introspection, reevaluation, and potentially shedding old skin to emerge stronger. You might uncover hidden talents or be drawn to challenging, high-stakes projects. Don't shy away from delving into the complex or pursuing unconventional paths. Financial matters might require scrutiny and wise investments. Be cautious of risky ventures and sudden spending urges. This is also an excellent time to explore alternative healing modalities or address lingering emotional issues.

Leo

Buckle up for a dynamic month filled with collaboration, opportunities, and personal growth. Polish your social skills and leverage your connections. Be open to unexpected opportunities that could lead to financial gains. Remember, teamwork makes the dream work. Don't be afraid to express your affections boldly. Family ties strengthen as you prioritise quality time. But be mindful of potential power struggles within the family dynamics, and approach situations sympathetically..

Virgo

This month encourages you to be diligent and meticulous. You'll shine in roles demanding precision and organisation. Take initiative, offer solutions, and showcase your expertise. Negotiate raises confidently, explore freelance options, or invest in skill development. Romance might take a backseat to shared responsibilities or acts of kindness. However, don't neglect affection – a thoughtful gesture or a helping hand can speak volumes. Consider preventative health measures like checkups.

Horoscope Month of October - 2024

Libra

Family ties deepen this month. Expect heart-warming gatherings and meaningful conversations. Offer support to loved ones in need, and don't shy away from expressing your emotions. At work, your communication skills will be razor-sharp, making presentations and negotiations flow effortlessly. Financial gains are possible, but be mindful of overindulging in your newfound pleasure-seeking tendencies. Attend social gatherings and indulge in flirtatious banter, but don't confuse fleeting flings with genuine connections.

Scorpio

While career pursuits may take a backseat this month, focusing on your inner world can profoundly impact your overall well-being and future direction. At work, maintain professionalism and focus on completing ongoing tasks diligently. Relationships with parents, siblings, or housemates could require your attention. If single, you might encounter someone special through family gatherings or social events within your close circle. Prioritise saving and creating a secure financial foundation.

Sagittarius

Your mind will buzz with ideas this month, and you'll have a strong urge to express yourself and connect with others. This is a great time to learn new skills and embark on new projects. This is an excellent time to market yourself or your business, as your communication skills are sharp. However, be mindful of not over promising or appearing scattered. However, with so much mental energy, finding healthy outlets and avoiding burnout is important. Singles might find romance through online connections..

Capricorn

This is an auspicious month for career growth. A promotion, raise, or recognition for your hard work could be on the horizon. Don't shy away from expressing your ideas and taking initiative. Network strategically, and be bold in pursuing your goals. Singles, your focus might be on building your career and finances first, leaving romance on the back burner. Those committed should express appreciation to their partner and spend quality time together.

Aquarius

The planets are aligning for professional growth this month. You'll exude confidence and decisiveness, attracting recognition and opportunities. You might receive unexpected gains or secure lucrative deals. However, avoid impulsive spending and prioritise long-term investments over fleeting luxuries. Be open to unexpected connections, but don't rush into anything serious. Offer support, be present for your loved ones, and respect their individuality.

Pisces

This is a month for emotional healing and strengthening family bonds. Forgive past hurts and nurture your loved ones with compassion and understanding. Singles might encounter someone special through spiritual connections. You might succeed in research, writing, or any field requiring solitude and focus. Trust your intuition when making career decisions; don't be afraid to explore unconventional paths.

ICS Festival Greeting

On this Gandhi Jayanti may the Spirit of Truth and Non-Violence be with us.

2ND OCTOBER

Dr. Sundar Kataria
Chairman & Managing Director

SHUBH नवरात्रि

Dr. Sundar Kataria
Chairman & Managing Director

Let's Celebrate the Victory of Good over Evil

HAPPY दशहरा

Dr. Sundar Kataria
Chairman & Managing Director

Happy Durga Ashtami

Dr. Sundar Kataria
Chairman & Managing Director

ICS ASSURE

JUSTICE
THROUGH FACTS

OUR SERVICES

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- **DIGITAL AND CYBER FORENSIC**

- **DISPUTED FINGERPRINT EXAMINATION**

- **DNA & SEROLOGY ANALYSIS**

- **ACCIDENT RECONSTRUCTION**

- **INSURANCE INVESTIGATION**

- **MOTOR FIRE INVESTIGATION**

- **PROPERTY CLAIMS INVESTIGATION**

- **ANALYTICAL INVESTIGATION TESTING**

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SURYAANSH

About Us

Nestled near Mumbai, in the serene surroundings of Palghar, Suryaansh Training & Convention Centre stands as an epitome of luxury and tranquility, offering an unparalleled experience that caters to your every need, whether you're seeking a serene getaway or planning a grand event.

At Suryaansh, we believe that every journey deserves a touch of luxury, every stay should be unforgettable, and every traveller deserves seamless experiences. We are your premier destination for hotel bookings, committed to transforming your travel dreams into reality. Established with a passion for hospitality and a commitment to excellence, Suryaansh is a leading name in the travel industry, with a team of dedicated professionals deeply passionate about curating exceptional travel experiences.

Vision:

"Our vision at Suryaansh is to be Your Gateway to Memorable Stays", where every journey is imbued with luxury, every stay is etched into memory, and every traveller experience seamless excellence. As your premier destination for hotel bookings, we are committed to transforming your travel dreams into reality. At Suryaansh Training & Convention Centre, we extend this vision to become the ultimate destination for events, training programs, and leisure getaways, setting new standards of excellence in hospitality and service."

Mission:

"Our mission at Suryaansh is simple yet ambitious: to redefine the way people travel by providing unforgettable experiences through world-class facilities, impeccable service, and a commitment to excellence in everything we do. We are dedicated to leveraging cutting-edge technology and innovative solutions to streamline the booking process, enhance convenience, and elevate the overall travel experience for our guests. With a relentless focus on customer satisfaction and continuous improvement, we strive to set new standards of excellence in the travel industry."

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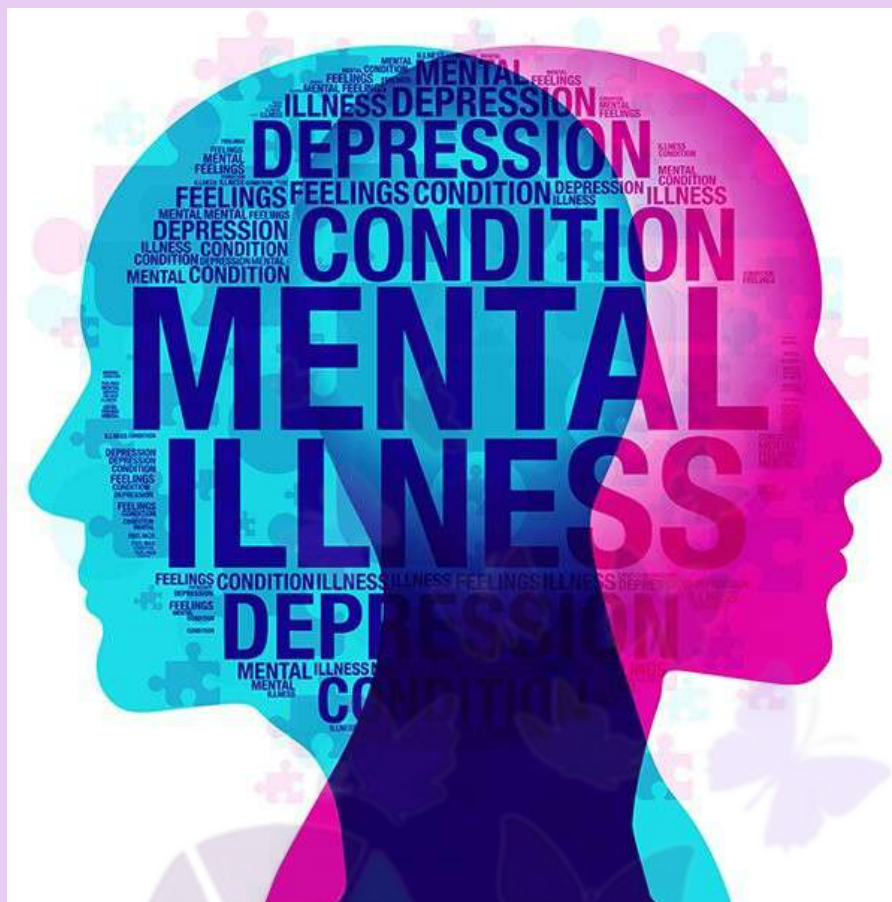
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This Edition Compiled and Presented by ICS Corporate Office Team

International Certification Services Pvt. Ltd.
Corporate Office

22/23 Goodwill Premises, Swastik Estate, 178 CST Road, Kalina, Santacruz (E),
Mumbai- 400 098. Maharashtra, INDIA.
Tel: 022-42200900, **Email:** info@icspl.org / **Web:** www.icspl.org

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