



UNITED REPUBLIC OF TANZANIA
MINISTRY OF EDUCATION, SCIENCE AND
TECHNOLOGY

MZUMBE UNIVERSITY

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In replying please quote

Ref. No GA. 320/330/01/89

8th April, 2025

Director General,
National Social Security Fund,
P.O.Box 1322,
Benjamin Mkapa Pension Towers,
Azikiwe St,
DAR ES SALAAM-TANZANIA

**RE: UNDERSTANDING MENTAL HEALTH AND MENTAL WELLBEING AT
WORK PLACES AND DAILY LIFE**

The heading above refers.

2. Mzumbe University is one of the oldest training institutions in Tanzania, accumulating experience of over 50 years in the field. The University has the competence and capacity to deliver high-quality advisory services within its mandate, which is to assist in the preservation, transmission, dissemination, and enhancement of practical knowledge in the management field. This long experience and continuous collaboration and interaction with both private and public sectors, has greatly enhanced the capability of the University in offering quality advisory services that address the demands of the Tanzanians in field areas such as Education, Public Administration, Psychology and Counselling, Economics, to mention a few.

3. According to the WHO, one in eight people worldwide has a mental health condition, affecting well-being and daily life. Depression and anxiety alone cost the global economy over \$1 trillion annually. As such mental health and wellbeing trainings are imperative for workers and all individuals. Mental health training helps us gain essential skills for managing stress, building resilience, and leading a healthier, more productive life.

4. The main objective of the training is to equip participants with practical strategies to manage stress, enhance resilience, and maintain mental well-being, enabling them to perform effectively at work and lead a balanced, fulfilling daily life. On the basis of the aforesaid, we are delighted to cordially invite all HR professionals, managers, Team leaders, supervisors, individuals and all Employees. The training is

scheduled to be held from July 25- 27, 2025 at Magadu Hotel, in Morogoro, Tanzania. The fee for this course is TZS 800,000 per participant (or TZS 650,000 per participant for two or more participants coming from the same organization). The fee will cover tuition, training material, breakfast, lunch, evening tea and certificates of attendance.

5. The attached training programme provides the detailed information regarding the course. In case of any inquiries, do not hesitate to contact the Coordinator Mustapha Almasi (PhD), through +255621685203 or Mustapha.juakali@mu.ac.tz or amustapha@mzumbe.ac.tz. Thank you for your continued cooperation.

Yours Sincerely,


Prof. Hawa Tundul Petro
FOR: VICE CHANCELLOR

SYNOPSIS

People often use the word **Mental Health** and **Mental Illness** as synonyms, but they do not have the same meaning. All of us we are mentally healthy as just as compared to our physical healthy. The World Health Organization (WHO) motto states, *"There is no health without mental health"*. In the life we live not all people will experience mental illness, but we will go through the challenges of our mental health, and everybody will identify his/her challenges just as we go through the challenges of physical well-being to mean pain or physical change. These challenges occur in day-to-day life including our work places.

When we talk about mental health, we mean mental well-being; namely our emotions, our thoughts, our behaviour/reactions and ability to solve problems and cope with life's difficulties, our social relationships and our understanding of the world around us. Mental illness is a disorder that affects the way we think, act, or interact with other people. It is important to identify early symptoms and get early care to prevent serious side effects from occurring in the future. Remember it is a mental health and mental health professional who can diagnose and make a formal diagnosis of a person's mental illness. There are various sources that can cause the onset or recurrence of mental illness. Such sources include genetic inheritance, accidents or physical ailments affecting the mental system, excessive alcohol and drug use, as well as negative events occurring in our society such as disasters, abuse and violence. These sources put a person at risk of developing or recurring symptoms of mental illness. However, the risk is exacerbated by stress, which can lead to symptoms of mental illness. It should be noted that there is no single source of mental illness but a collection of different sources.

The World Health Organization (WHO) estimates that by the age of 14, half of all mental illnesses occur. However, these diseases are often undiagnosed and untreated. Depression is the leading mental illness in the world. It is estimated that 5 percent of adults and 5.7 percent of adults over the age of 60 suffer from depression worldwide.

This mental health and mental wellbeing training is meant to provide the following:

- An in-depth understanding of mental health and mental well-being in day-to-day life and work settings
- Causes of mental illness in our life and work settings and challenges leading to mental health issues
- How to counter the challenges affecting our mental health conditions.
- Understand the causes and ways to curb mental illness in work settings and daily life.

LIVING A HEALTHY AND PRODUCTIVE WORK AND DAILY LIFE: THE IMPORTANCE OF MENTAL HEALTH

Mental health is important and needs to be recognized, built, maintained and protected. It is based on how a person feels and enjoys their daily communication and relationships with other people and avoids confrontations;

- It is a fundamental pillar in recognizing and building the ability to understand and do things perfectly and efficiently.
- Good mental health is the product of a happy and peaceful life, effective personal relationships, within marriage, family and society.
- A healthy mental health has a positive impact on education outcomes and all spheres of life, growing and maintaining positive social relationships, reducing crime, and reducing alcohol abuse and drug use. Poor mental health affects behaviours that adhere to health principles such as getting proper nutrition on time, regular exercise and getting enough sleep. Poor mental health also plays a key role in reducing the body's immune system and leading to an increase in non-communicable diseases.

EXPECTED OUTPUT

Mental health and mental wellbeing training has the potential to provide significant benefits and savings to both the organizations and their employees. The employer and the individual stands to:

- Enhance employee and individual motivation and productivity
- Become a caring employer
- Protect and maintain the good health of the workers
- Gain a recruiting advantage due to caring of the workers
- Enable and individuals live a mentally healthy life
- Enable individual attain peace of mind
- Optimize individual's work and daily life in ways that suit their current situations
- Face and cope with the challenges of mental health in workplaces and daily life.

WHO SHOULD ENROL?

Every one of us needs to stay mentally healthy. The importance of mental health cannot be underscored. This mental health and mental wellbeing training is for every individual worker in both public and private work settings. The training is meant to enhance your mental health in both work settings and daily life.

LEARNING OUTCOMES

The training aims at equipping the participants with practical aspects of mental health and mental wellbeing in the work settings and daily life. Specifically, at the end of this training course on mental health and mental wellbeing, the participants will learn to:

- i. Have an indepth understanding of mental health and mental well-being in day-to-day life and work settings
- ii. An understanding of the causes of mental illness in our life and work settings and challenges leading to mental health issues.
- iii. How to counter the challenges affecting our mental health conditions.
- iv. Understand and apply best ways and practices in maintaining mental health.
- v. Understand the causes and way to curb mental illness

COURSE CONTENTS

This course covers three main areas:

The Meaning of Mental and Mental wellbeing

- What is “*mental health and mental wellbeing*”
- Perspectives of “*mental health and mental well being*”
- Models of Mental health
- Mental health in positive psychology

The importance of mental health

- Mental health in daily life
- Mental health and mental wellbeing in work settings
- Mental health challenges in work and day to day life
- Best ways to maintain mental health
- Life coping strategies
- Mental health practical sessions/ mindfulness sessions

Mental health vs mental illness

- What is mental illness
- Causes of mental illness in work settings and daily life
- How to curb mental health illness
- **Personal counselling sessions**

METHODOLOGY

This hands-on course is taught using combined interactive participation, which includes case studies and practice to reinforce the concepts covered in each session. Furthermore, all trainees will receive a person-to-person consultation on mental health related issues. **The three-day course is** aimed at people without prior knowledge in mental health who wish to explore aspects of mental health and mental wellbeing.

DATES AND LOCATION OF THE TRAINING

The training will be held at Magadu Hotels, in Morogoro from **July 25 – 27, 2025.**

The training fee for this course is TZS 800,000 per participant (or TZS 650,000 per participant for two or more participants coming from the same organization). The fee will cover facilitation, training material, breakfast, lunch, evening tea and certificates of attendance. All payments should be made to the following bank account:

BANK: CRDB BANK PLC
BRANCH: MZUMBE BRANCH
ACCOUNT NAME: MU SHORT COURSE AND CONSULTANCY
ACCOUNT NUMBER: 01J1076853301

*Kindly indicate the name of the participant, contacts and the organization in the description of the depositing slips. Course fees must be paid in full prior to course start dates. **Proof of payment can be submitted to amustapha@mzumbe.ac.tz***

FACILITATORS

The course will adopt the use of discussions and direct lectures as the delivering techniques among others. The key facilitators to the event will be: -

1. Dr Mustapha Almasi, psychologist and educator
The Lead– facilitator, Mzumbe University
2. Dr Zainab Ntogwamazi
The co – facilitator, The Institute of Social Work

REGISTRATION AND ENQUIRES

For any further information, registration, request for invoices or any other clarifications, do not hesitate to contact the following person: -

Dr Mustapha Almasi, psychologist and educator

Coordinator,

Mobile: +255 621685203

amustapha@mzumbe.ac.tz