

A VOIR APRIL

NEWSLETTER



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World Health Day

7 April

World Health Day arrives each year as a global reminder that health is not something we celebrate once; it's something we cultivate continuously. It's a living system—shaped by our habits, our environments, and the choices we make together.

For organisations, this moment offers a powerful opportunity to elevate wellbeing from a side initiative to a strategic pillar.

As we mark World Health Day, it's worth pausing to ask: if our people are our greatest asset, what would it look like to treat health as a long-term investment rather than a once-off awareness moment? The day itself is the reminder. What we choose to do next becomes the commitment.

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● Reflections

Consider this: up to 80% of chronic diseases can be prevented through early detection and healthier lifestyle choices. Employees who report high levels of wellbeing are shown to be significantly more productive and far more engaged in their work. Meanwhile, unaddressed mental health challenges cost the global economy an estimated \$1 trillion annually. These numbers aren't just statistics; they're a call to rethink how we support the people who keep our organisations moving.

This month invites us to reflect on how well we are enabling preventive care, reducing chronic disease risks, supporting mental wellbeing, and promoting healthier daily habits. How many of our employees truly know their health numbers—blood pressure, glucose, cholesterol? How often do we create space for conversations about stress, sleep, and emotional resilience? And perhaps most importantly, are we empowering healthier choices or simply hoping they happen on their own?

Building a Healthier Workforce, One Habit at a Time

World Health Day reminds us that health is a continuous journey, not a one-off event. Under the theme “Building a Healthier Workforce, One Habit at a Time,” organisations have a powerful opportunity to champion preventive care, reduce chronic disease risks, and foster mental wellbeing. From hosting “Know Your Numbers” screening days to sharing bite-sized wellness content and encouraging movement breaks, each initiative builds momentum toward a more resilient, health-conscious workforce.



Understanding Bleeding Disorder

17 April

Haemophilia and other bleeding disorders are chronic medical conditions in which the blood does not clot properly, leading to prolonged bleeding after injury and, in some cases, spontaneous internal bleeding. Although these conditions are considered rare, many employees quietly manage them every day—often balancing treatment routines, medical appointments, and the unpredictability that comes with chronic illness.

Companies can share reminders about medical scheme benefits to ensure employees know what support is available. Providing a quick-reference emergency protocol helps teams respond calmly and effectively if urgent care is needed. Highlighting the importance of chronic condition registration also ensures that employees receive the right benefits and continuity of care.



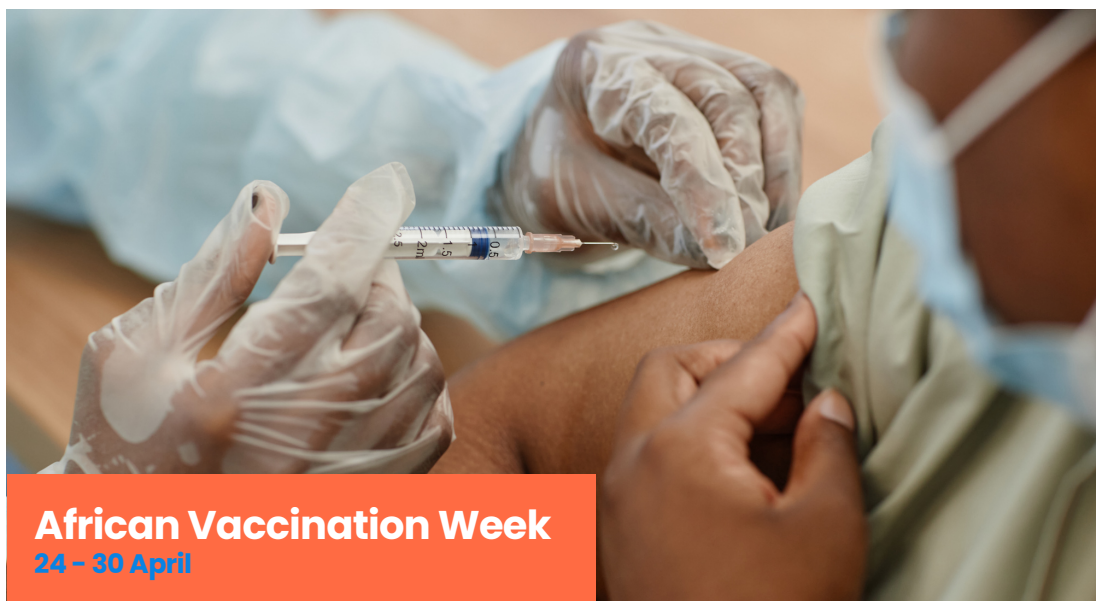
● Lessons

Autism Awareness Day invites organisations to look beyond awareness and move toward meaningful inclusion. It's a moment to reflect on how we recognise and support neurodiversity in the workplace—not as an exception, but as part of the natural spectrum of human thinking.

Across industries, neurodiverse employees bring strengths such as pattern recognition, creativity, deep focus, and innovative problem-solving. Yet many still face barriers that have nothing to do with ability and everything to do with environment. This month encourages us to ask: **Are our workplaces designed for all kinds of minds, or only some?**

Strengthening inclusion starts with understanding. Reasonable accommodations—like flexible communication styles, clear instructions, or quiet workspaces—can make a significant difference. Sensory-friendly practices, from reducing noise to offering alternative meeting formats, help create environments where neurodiverse employees can thrive.

Autism Awareness Day is more than a date on the calendar—it's an invitation to build workplaces where everyone can contribute, succeed, and feel valued.



African Vaccination Week

24 – 30 April

This week's focus on routine immunisation is a timely reminder that vaccines remain one of the most effective tools we have to protect public health. Vaccination isn't just a personal choice—it's a collective safeguard that strengthens workplaces, shields families, and reduces the spread of preventable diseases across our communities.

For employers, this moment offers a strategic opportunity to reinforce the value of staying up to date with routine vaccines. Encouraging flu vaccination uptake helps reduce absenteeism and protects vulnerable colleagues. Sharing information on adult boosters ensures employees understand that immunity can fade over time and that certain vaccines—such as tetanus, measles, or whooping cough—require periodic updates.

Companies can bring this theme to life by partnering with onsite or network clinics to offer convenient flu shots, sharing myth-busting content to counter misinformation, and promoting child immunisation reminders for working parents. These small actions contribute to a healthier, more resilient organisation.

● Malaria Awareness | 25 April

Malaria remains one of the most persistent health risks across parts of South Africa and the wider continent, making awareness and prevention essential for organisations with travelling teams or cross-border operations. Although preventable and treatable, malaria can progress rapidly, and early symptoms often resemble flu—meaning employees may not immediately recognise the danger. For corporates, this is more than a health message; it's a duty of care.

Issuing a malaria travel advisory helps teams plan ahead and assess their exposure risk. Sharing practical prevention tips—such as using insect repellents, sleeping under treated nets, taking prescribed prophylaxis, and recognising early symptoms—empowers employees to act quickly and responsibly. Providing clear guidance for staff travelling to endemic areas also supports business continuity by reducing preventable illness and ensuring teams feel confident and prepared.

By strengthening malaria awareness, organisations demonstrate their commitment to employee wellbeing, whether staff are working from home, on the road, or across borders.