



Employee Assistance Program

*'Lighting the way through
rough seas'*

workoptions

your trusted partners in workforce health

OUR PROMISE – LIGHTING THE WAY THROUGH ROUGH SEAS

At some stage in their life most employees will experience some sort of personal difficulty, emotional trauma or mental health issue. Whilst the issue may or may not be a direct result of their employment, it can have a significant impact on the employee's ability to perform their job or, in fact, even stay in their job. It can also affect other workers around them and impact the business in terms of decreased productivity, increased absenteeism, reduced presenteeism, loss of a skilled and valued employee, and increased recruitment costs.

Many employers want to support a struggling employee, but often feel helpless in knowing how.

THAT IS WHERE WORK OPTIONS COMES IN!

Our team of experts will guide you through the obstacles, skilfully navigating to help support your employees through their difficulties and minimise the impact on your business.

DID YOU KNOW?

\$2.30 ROI

for every \$1 spent on mental health initiatives¹

\$11billion

the annual cost to business of mental health and workers compensation claims.³

Higher

turnover, costs and absenteeism² for stressed workers.

Benefits of implementing an Employee Assistance Program

- Shows your employees you care about them and can have a huge positive impact on staff morale, retention and productivity.
- Ensures you are minimising the impacts on your business.
- Provides the ability for early detection, recognition and resolution of issues.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

An EAP is a positive and proactive intervention program provided by employers to assist employees who may be affected by personal or work-related issues. EAP is a short term intervention delivered by qualified counsellors who have the skills and experience to help employees work through their issue.

A number of circumstances may warrant referral to an EAP, such as:

- Traumatic events (assault, accident)
- Grief / loss
- Relationship breakdowns / family issues
- Health concerns
- Substance abuse / addiction
- Depression / anxiety
- Workplace issues (conflict, redundancy, performance)
- Legal or financial issues

EAP SERVICES

EAP services include:

- external professional counselling
- face-to-face or over the phone counselling
- assistance to family members (optional)
- short term intervention (3-6 sessions)
- a completely confidential service
- an information and advice service for managers and supervisors

Work Options can customise services to suit your employee and business needs, timeframes and budget.

OUR CUSTOMER BENEFITS AND REWARDS

- ✓ Customer support program – seminars, access to FAQs, newsletters, alerts, case law and updates
- ✓ Dedicated account manager
- ✓ Allied health team with >17yrs experience
- ✓ Preferred supplier to civil construction and waste management industries

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