

solid group plans made simple

EMPLOYEE ASSISTANCE PLANS

Substance Abuse & Addictions

Employee Assistance Plans (EAPs), also known as Employee and Family Assistance Plans (EFAPs), provide voluntary, confidential and immediate access to professional assessment, counseling and referral services for employees and their families to help resolve a wide-range of personal and work-related concerns.

In the Canadian group insurance market, the dominant EFAP providers are currently Shepell, Homewood Health and Ceridian. Their services have expanded over the years to meet emerging needs such as disability management services, focus on wellness, clinical assessments and support services required for the growth of complex mental illness issues.

Generally, EFAP provide support services for such concerns as:

- Pressure at home and family issues such as parenting, childcare, teens, eldercare and bereavement
- Conflicts and relationship issues, such as separation and divorce, anger management, sexual harassment and intimate relationships
- Depression and mental illnesses, and traumatic event counseling
- Financial or legal troubles, planning and counseling
- Health and wellness, including nutrition, weight management, eating disorders, smoking cessation
- Career counselling, how to deal with pressure at work, retirement planning, shift worker support and expatriate counselling
- Workplace disability prevention programs
- Substance and addictions abuse

EFAP Communications

EFAP providers provide awareness on current topics and information through a variety of platforms such as Facebook, Twitter, Linked-In and YouTube for both employers and employees - offering newsletters, blog posts, website articles, employer guides on constructive performance management.

THE JOHNSTONE'S ADVANTAGE

Our mission is simple:
Treat each client as if they were our only client.

Our value is clear:
We are completely independent. We work for you and offer total flexibility on insurers and plans.

We offer all your group insurance services including administration, brokerage, consulting, and communications.

We provide dedicated client support, customization and flexibility to meet all of your company's benefits needs. And we make **solid group plans simple.**



Substance Abuse

According to the Conference Board of Canada, substance abuse costs the Canadian economy an estimated \$40 billion each year. Substance abuse is linked to numerous workplace outcomes including absenteeism, lost productivity, on-the-job accidents and injuries, sick leave and health benefit claims, workplace violence and harassment. Substance abuse is predominantly alcohol-related, however the easy availability of marijuana and increase in prescription opioid drug use also impact employees in the workplace.

Substance abuse in the workplace is often linked to mental illness, which is now the fastest growing reason for disability, having overtaken cardiovascular disease. This is why employee wellness is the focus of many EFAP programs.

Substance Abuse Counseling

All of the EFAP providers now offer counseling services in person, by telephone or online, and substance abuse counseling services are no different. Interestingly, the preferred method of addiction counseling is in person.

Employees and their dependents can attend sessions with a counselor that specializes in substance abuse. If the EFAP counselor feels that the person requires specialized, long term support, they will refer them out of the EFAP program to an appropriate community resource such as a detox program or inpatient treatment. Such outside services would be at the person's own cost. In addition, the person could continue to meet with their EFAP counselor at their own cost.

Available Substance Abuse Services

Not included in their basic packages, but available on a fee-for-service basis, EFAP providers offer substance abuse assessment services (available across Canada), which is a structured clinical interview and psychometric testing by an expert in substance abuse, typically a certified registered psychologist. After the assessment, a court defensible report is provided which in addition to a diagnosis, identifies fitness for work, treatment recommendations and random testing recommendations. Some EFAP providers offer their own facilities for outpatient treatment for addictions while others have partnerships with such services.

Do you have an EFAP?

If you would like additional information about EFAPs, and how such a program can enhance your current group benefits package, or if you're interested in reviewing what additional options are available for your current EFAP, please contact us!

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