



JOHNSTONE'S JOURNAL is published monthly, and designed to provide topical information of interest not only to plan administrators, but to all employees who enjoy coverage under the benefit plan. Feel free to make copies, and use as a payroll staffer.

PHONE: 604 980-6227 or 1-800-432-9707

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Employee and Family Assistance Programs (EFAP) Confidential help when it's needed

EFAPs give employers a winning edge

Employees are an organization's most valuable resource. When they are concerned with personal or work-related difficulties, their productivity and efficiency suffer. These problems could interfere with day-to-day life, health, job performance, and safety.

In today's competitive marketplace, employers of choice realize that they must plainly exhibit their commitment to improving their employees' work-life balance.

How an EFAP works

Employee and family assistance programs provide voluntary, **confidential** and immediate access to professional assessment, counselling and referral services for employees and their families to help resolve a wide-range of personal and work-related concerns. Information is available through provider websites, telephone counselling, or face-to-face visits.

Healthy, high-functioning employees lead to healthy, high-functioning workplaces. EFAPs can help with problems such as:

- Pressure at home and family issues
- Conflicts and relationship issues
- Depression
- Substance abuse
- Financial or legal troubles
- Bereavement
- Pressure at work

EFAPs can also provide direction and assistance on just about any personal issue—large or small.

Improving employee wellness

Mental health claims are the fastest growing category of disability costs in Canada, having overtaken cardiovascular disease. That is why employee wellness is the focus of the employee and family assistance plan.

Employers across Canada report an excellent return on investment when they implement EFAPs. Clearly, employee wellness can have a measurable and direct long term benefit, not only for the employee, but also for the employer. Companies with an EFAP experience:

- decrease turnover
- increased attendance and productivity
- increased motivation and morale
- decreased accidents and disability costs

Surprisingly inexpensive

Organizations that offer employees resources to cope with personal and family challenges, stress and work-life issues not only demonstrate their core values, they also protect their core assets: their people. Employee and family assistance programs help employees confidentially and quickly deal with their stresses, whether they are coping with a significant event or everyday issues.

Mini EFAP plans that provide telephone services, website information and limited face-to-face visits are available with many benefit plans. Full EFAPs provide unlimited access and generally cost less than \$5.00 a month for each employee.

Want to know more? Contact us.