

The Value of an EAP

An EAP is designed to assist in identification & the resolution of problems of a personal nature that affect workplace productivity.

EAP services are available not only to the employee but also to their immediate families and dependents. Unresolved personal problems can directly affect the employee's ability to perform their job responsibilities in a satisfactory manner.

CONFIDENTIAL

When employees are referred or voluntarily seek the EAP, potential problems are addressed, prevented, and others never emerge.

Typical Problems

Substance abuse

Family

Financial

Emotional

Marital

Stress

Health

Legal

EAPs help to:

Solve problems

Retain valuable employees

Improve productivity

Reduce operating costs

Decrease absenteeism

Reduce accidents

Fewer workers compensation
claims

Fewer labor disputes

Significantly reduced medical
costs

Individual services include:

- * Assessment & referrals
 - Mental health
 - Substance abuse
- * Short-term problem resolution

*Wellness & health promotion

*Information on work/life issues

*Work related support

Organizational services include:

- * Employee & supervisor orientations
- * Management consultations
- * Absence/presence management
- * Critical incident response
- * Educational workshops

- * Benefits consultation
- * Drug Free Workplace compliance
- * Program promotion
- * Case management
- * Utilization reports

The results are a decrease in:

Absent days without leave

Sick days recorded

Employee grievances

Litigation costs

Turnover rate

Accidents on the job

Injuries resulting in lost work time

Equipment damage

Missing/stolen equipment

Healthcare premiums

Workers' Comp claims paid

Disciplinary actions

Sexual harassment complaints

Terminations for cause

Positive drug tests

Wrongful termination & employee claims

Attorney bills

Wage garnishments handled

Overtime paid to complete work

Co-worker conflicts

Prevention of financial loss is the result. Its all about shrinking your bottom line.

ESTIMATED ANNUAL LOSS

$$\begin{array}{ccc} \text{_____} & \times & \frac{10\%}{\text{_____}} = \text{_____} \\ \text{Number of} & & \text{Percentage} & & \text{Number of employees} \\ \text{employees} & & \text{of troubled} & & \text{troubled employees} \\ & & \text{employees} & & \\ & & \text{(National Average)} & & \end{array}$$

$$\underline{\hspace{10em}} \times \underline{25\%} = \underline{\hspace{10em}}$$

**Average yearly
income (est.)**

**Cost efficiently
reduction due to
inefficiency and
absenteeism**

**Loss per troubled
employee per year**

$$\begin{array}{ccc} \text{_____} & \times \text{_____} & = \text{_____} \\ \text{Loss per troubled} & \text{Number of troubled} & \text{TOTAL ESTIMATED} \\ \text{employee per year} & \text{employees reported} & \text{LOSS PER YEAR} \end{array}$$

ROI

The ROI of having an EAP has been shown to be anywhere between \$3 - \$16 for every \$1 spent.

COST

Capitated

Fee for Service

Your most valuable asset?

Your employees!

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