



A Clarian Health Partner

Workforce Health & Productivity Tip

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WHAT IS AN EMPLOYEE ASSISTANCE PROGRAM?

An Employee Assistance Program, or “EAP”, is one of the human resource management tools that can help give your organization a leading edge over your competitors. Employees whose marriages are not in crisis, who are not over-consuming alcohol, who are not showing signs of reactive anxiety or depression and who are not coming into unnecessary conflict with other employees and supervisors or managers, are more productive employees. They tend to focus on the job at hand, they are less prone to absenteeism, and they are less likely to suffer an injury at work. Also these employees tend to view their employer in a positive light and thus tend to show greater commitment and loyalty thus reducing staff turnover. And finally, an EAP helps promote the organization as a good corporate citizen.

WHY USE EAP SERVICES?

Employee Assistance Programs are your organization’s best resource for enhancing employee and workplace effectiveness through prevention, identification and resolution of personal and productivity issues. EAP’s have a positive impact on an organization’s bottom line by helping to reduce insurance costs, medical claims and risk of litigation. EAP’s will also assist to increase supervisor effectiveness, improve employee morale, and employee retention leading to greater productivity. EAP therapists will help employees reduce workday interruptions, stress, and absenteeism as well as increase productivity and chance of recovering from substance abuse.

WHY DOES EAP WORK?

For employees and their immediate family members who seek services, no one is informed that they have sought EAP services. Unlike using insurance for mental health services where the employer knows who has accessed services and what the diagnosis is, EAP services are completely confidential. EAP programs are staffed with qualified, caring and passionate professionals with decades of experience and a wide range of expertise. Lastly, the EAPA (Employee Assistance Professionals Association) Board of Directors has developed a Code of Ethics that encourages Employee Assistance Professionals to adhere to high standards of ethical behavior for the benefit of their clients.

HOW DOES OUR PROGRAM MEASURE UP?

With the LaPorte Regional Health System’s IMPACT Employee Assistance Program, our mission is to encourage early intervention by offering employees and their families the guidance, support and resources to address problems before they interfere with their ability to function on the job and in their lives. IMPACT Clinical Staff are licensed at the highest level possible for their advanced degrees by the State of Indiana.



We achieve the best possible outcome for our clients with:

“Employee Client” Commitment:

- Comprehensive Clinical Assessments
- Solution Focused Interventions
- Referral Services
- Educational Workshops
- Intrinsic Coaching™
- Follow Up Services

“Employer Client” Commitment:

- Utilization Reporting
- Publicity and Promotion
- Management Consultations
- Telephone Consultations
- Benefit Consultations
- Worksite Crisis Interventions
- DOT SAP Evaluations

SUMMARY

Having an EAP for your organization can help you attract and retain employees, increase productivity, boost morale, curb employee theft, promote workforce cooperation and enhance organizational health. You will give your employees a valuable, cost-effective resource in their efforts to balance work and personal lives.

For more information about IMPACT EAP, please contact:

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