



NEWSLETTER

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EMPLOYEE ASSISTANCE PROGRAMS: AN ESSENTIAL INVESTMENT

Everything is changing. Each day, new technologies appear that should make our lives easier. However, as we are constantly connected through our laptops, tablets or smartphones, we are solicited from all sides as we try to somehow balance our work, relationships, children, elderly parents, etc. We lead lives that are ever more demanding and stressful.

The world of work is changing, too. Today's employees behave very differently from their parents. Their expectations and demands are higher. They are more mobile and will probably not spend 30 or 40 years with the same company. We must therefore provide programs that attract and especially retain those who are best qualified.

We must also put in place programs to preserve human capital, by far the largest and most valuable investment for a company. Do you know the cost of a high rate of absenteeism or presenteeism in employees who are experiencing difficulty and are unable to work to their full potential? And what are the consequences for their colleagues and your business?

An effective approach

Fortunately, there are solutions. Group insurance programs attract the best candidates while protecting your assets in case an employee falls ill or is injured. Health and wellness programs are aimed at promoting healthy lifestyles and may have an impact on absenteeism, presenteeism and even productivity. There are also employee assistance programs, commonly called EAPs, which offer counselling services to people experiencing difficulties that affect their work, health or another aspect of their lives. These inexpensive programs offer an excellent cost-benefit ratio.

For more advice or information on EAPs, please contact your portfolio manager at Vézina. They can recommend measures to take based on your situation, in order to protect what matters most to you.

Service available to employees and their families

An EAP is intended for an employee or a member of their family who is struggling with professional, marital or family difficulties, be it a divorce, bereavement, harassment or violence, or who is suffering from personal or health problems, such as anxiety, stress, drug abuse or any other addiction. The EAP can also help employees who have a loved one experiencing these problems.

EAPs AT A GLANCE

- **Confidential** service that the employee can use with complete trust
- **Accessible** service available anytime and anywhere in Canada
- **Free** service for the employee
- **Effective** service, focussed on problem solving

Incalculable benefits

An EAP reduces absenteeism and improves the productivity of employees dealing with personal problems. It will also have a positive effect on the cost of your group plan by reducing the frequency and incidence of absenteeism due to stress-related illness.

An EAP will also improve your working environment, because all employees may be affected by these problems, or by the lower productivity of their colleagues. It will also increase employee satisfaction at work, because they know they can get help if needed. At the same time, it will help you attract new employees and retain existing ones.

Above all, introducing an EAP in your business will help you increase the profitability of your biggest investment: your employees.



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