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WK EMPLOYEE
ASSISTANCE
PROGRAM
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WHY UTILIZE AND EMPLOYEE ASSISTANCE PROGRAM?

An Employee Assistance Program (EAP) makes good business sense because it helps companies effectively manage the costs associated with troubled employees. Troubled employees are estimated to cost an additional 25 percent of their annual salary through:

- Increased use of health care services;
- Greater turnover;
- Lowered productivity;
- Higher absenteeism;
- Ineffective use of supervisory time;
- Increased workers' compensation claims;

An Employee Assistance Program can effectively reduce these costs.

WHAT IS AN EAP?

An EAP is a risk management strategy individually designed to help your company manage the impact of the employees' personal and job-related problems in a responsive and cost effective manner. Professional consultants will help you tailor a program to ensure your employees get the help they need for their emotional, stress related, family issues, drug or alcohol problems which can affect their job performance.

SERVICES AVAILABLE IN AN EAP

EAP's come in a variety of forms and services. The following are the most common. A business can contract for any number of these programs, depending upon its needs.

- Management training and consultation;
- Mental health and chemical dependency benefits design;
- Clinical services; assessment, referral treatment monitoring;
- Ongoing promotion;
- Twenty-four hour assistance for after hours

BENEFITS OF AN EAP:

EMPLOYERS benefit by reducing liability, absenteeism, turnover, and health care costs while increasing morale, productivity, and supervisory effectiveness.

SUPERVISORS and **HUMAN RESOURCE MANAGERS** benefit by expert consultation in assisting troubled employees and managing treatment resources. It gives them:

- Effective methods to deal with problem employees
- Reduction in absenteeism and turnover
- Health benefit cost containment
- Reduced employee accidents, worker's compensation claims, labor grievances
- Better management of human resources

EMPLOYEES and **FAMILIES** benefit by immediate access to confidential professional resources to cope with personal problems. It gives them:

- Company paid benefit
- Solutions to problems affecting job, family and community life
- Improved quality of family and work life
- Reduced use of medical care
- Improved morale and attitude toward the company

ADVANTAGES OF THE WILLIS-KNIGHTON EMPLOYEE ASSISTANCE PROGRAM

The **WILLIS-KNIGHTON EMPLOYEE ASSISTANCE PROGRAM** offers experienced mental health providers who have earned a minimum of a Master's Degree in counseling. Our program provides effective employee intervention while managing benefit utilization through cost effective treatment methods. **THE WILLIS-KNIGHTON EMPLOYEE ASSISTANCE PROGRAM** provides services to a number of companies in Northwest Louisiana and is affiliated with the largest health system in this area.

COST:

The EAP is an inexpensive personnel benefit. The costs are typically assessed on a per capita basis and reflect the services contracted by the employer. Contact the **WILLIS-KNIGHTON EMPLOYEE ASSISTANCE PROGRAM** for more details.

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