

## A PROBLEM WITH A SOLUTION

Forty-two-year-old Kerry is in a habit of getting to work late. Her co-workers cover for her, but once at work she isn't as productive as she used to be. When the company's EAP professional talked with Kerry, it became clear that sleep is part of the problem—or the lack of sleep. Before work Kerry stops by her mother's home to do chores her mother can no longer do—and she worries about her mom all day long. Further screening showed that Kerry is depressed. And because she feels depressed, she occasionally drinks too much and arrives at work suffering from a hang-over. The EAP offered professional help and resources to deal with these challenges. Without the EAP to give Kerry direction on how to address these issues and improve her work performance, she might have simply been let go. Not only would Kerry's problems have snowballed, but her employer would have lost a good employee, costing them time and money.

### THE PROBLEM?

An employee's personal concerns and significant life problems may affect work performance and productivity, taking a toll on the employee, the employer and the bottom line.

### THE SOLUTION.

Caring, confidential and no-cost, Workplace Prevention Services offers an Employee Assistance Program to address productivity issues. EAPs are a proven, cost-effective solution to many of the people-problems that employers face today.

**WE BELIEVE.**

**WE PROTECT.**

**WE UNDERSTAND.**

**WE TRUST.**

**WE ARE HERE.**

**303.369.0039**

**[www.PeerAssistanceServices.org/workplace](http://www.PeerAssistanceServices.org/workplace)**



Peer Assistance Services

**WORKPLACE PREVENTION SERVICES  
AN EMPLOYEE ASSISTANCE PROGRAM**



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Peer Assistance Services

**START BELIEVING.**

## IMPACT IN THE WORKPLACE

### THE PROBLEM

Research indicates that nearly one in five working adults is affected by mental illness and/or alcohol or other drug abuse in any given year. This problem carries a national price tag of over \$100 billion per year related to indirect costs such as absenteeism, healthcare utilization and turnover. Employees with depression alone account for nearly half of this cost.<sup>1</sup>

### BE AWARE

- 75% of adults who use illicit drugs are employed, most often in small businesses<sup>2</sup>
- Absenteeism is 66% higher among workers who abuse substances<sup>3</sup>
- Substance abuse results in higher employee turnover resulting in increased costs for training<sup>4</sup>
- Among those who abuse substances health benefit utilization is 300% higher<sup>5</sup>
- An estimated 47% of workplace accidents are drug-related<sup>6</sup>
- More workers are absent from work due to stress and anxiety than physical illness or injury<sup>7</sup>
- Workers who receive effective treatment for these issues are likely to improve<sup>8</sup>

## THE EAP SOLUTION

### HELP YOUR EMPLOYEES, HELP YOUR BUSINESS

An Employee Assistance Program (EAP) is a worksite-based program designed to assist organizations in addressing productivity issues and to help employees identify and resolve personal concerns that may affect work performance. Employees or their family members can access the program directly, consulting with an EA Professional. Managers can also consult with EA Professionals regarding productivity issues.

### IS YOUR BUSINESS ELIGIBLE?

Small businesses in Colorado (with five to 100 employees) are eligible for a maximum of two years of services provided by Workplace Prevention Services. There is never a charge for these services, and there are no financial obligations following the two-year period.

### BENEFITS FOR EMPLOYERS

- Increased productivity
- Decrease in accidents, turnover and absenteeism
- Less healthcare utilization
- Attract and retain employees
- Boost in morale
- Prevention of employee theft
- Workforce cooperation
- Improvement of the bottom line

## WORKPLACE PREVENTION SERVICES

### SERVICES

- Problem identification and referral
- Employee and supervisor orientation
- Wellness programs including
  - Stress management
  - Time management
  - Smoking cessation
  - Effective communication
  - Emotional intelligence in the workplace
  - Supervisory skill training
- Management consultation when dealing with difficult employees/productivity issues
- Critical Incident Response
- Drug-free workplace program development and implementation
- 24-hour information line
- Program promotion materials

### CONFIDENTIALITY

Designed to guarantee each individual's right to privacy under federal and state laws, participation in the EAP is confidential for the employee and members of their household.

### COST

- Services are free of charge to both the employer and employee.

<sup>1</sup> THE NSDUH Report: Substance Use Disorder and Serious Psychological Disorders by Employment Status, 2006

<sup>2</sup> National Drug-Free Workplace Alliance; U.S. Department of Labor 3,4,5 Drug-Free Workplace Act., [www.sba.gov](http://www.sba.gov)

<sup>6</sup> Bernstein, M. and Mahoney, J. (1989). Management Perspectives on Alcoholism: The Employers Stake in Alcoholism Treatment. Occupational Medicine, 4 (2)

<sup>7</sup> Bureau of Labor Statistics, 2001

<sup>8</sup> American Psychiatric Foundation, Partnership for Workshops for Workplace Mental Health, 2006

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