

Emotional

Legal

Financial

Mental health

Employee Assistance Programme

Speak to accredited counsellors via our 24/7 confidential telephone support line

Receive advice and information on a wide range of topics including:

- Stress
- Relationship difficulties
- Bereavement
- Family issues
- Anxiety
- Emotional problems
- Health and wellbeing

Also included:

- Enhanced financial and debt support
- Enhanced legal support
- MyMindPal, an online interactive mental fitness tool



<https://www.nacas.org.uk/>

Key features and what to expect

A large number of EAPs offer a one size fits all approach. Your employees are individuals and all their needs are unique. This is a tailored service built around their specific needs, particularly their mental health wellbeing.

Each service can work in conjunction with another, helping your employees overcome the struggles they are facing. For example, a problem may be identified by one specialist, but due to the nature of the issue, they may need to refer an employee to another specialist. Where required, this will all be handled by their dedicated case manager.

Our provider Perks Direct offer our benchmark services that are highlighted in this brochure.

Additional benefits



24/7 Legal advice from one of the UK's largest law firms: Irwin Mitchell – awarded Superbrand status 2019.

The service includes:

Advice on legal matters such as domestic and family (Divorce, boundary disputes, moving house)
Professional and easy to understand confidential advice.

auriga

Telephone access to personal financial and debt information and support - provided by Auriga Money Management Support

Our partners offer expert debt management service that empowers your employees with impartial support and debt management advice.

They'll benefit from:

Confidential and independent money advice
A personally allocated advisor to help employees budget
Assistance in negotiating arrangements with creditors
Help with identifying and accessing welfare assistance.

MyMindPal™

MyMindPal is an interactive app and online tool that is full of simple exercises and techniques that match your employees' Mental Fitness needs.



and there's more...

Access to online resources including Cognitive Behavioural Therapy workbooks. A full range of downloadable Audio or PDF workbooks.

Topics such as Abuse, Anger Management, Alcohol, Bereavement, Weight Management and many many more.



Our independent care advice helps employees make informed decisions that are right for their family.

Managing that work/life balance can be difficult at the best of times. Throw in caring responsibilities for elderly parents on top of looking after children, and it can be a recipe for high levels of stress and immediate need for time off work to sort out your care support.



24% of the working population are now carers and this is going to grow close to 40% by 2030.

How our Employee Assistance Programme can help your employees

Overwhelming personal issues may be affecting your employees at work, from mounting debts, struggling with the loss of a loved one, or experiencing anxiety caused by difficulties at home.

Our Employee Assistance Programme (EAP) offers dedicated, specific support in an array of areas.

We understand the courage it takes to ask for help.

Our support is completely confidential. Your employees can be assured that our trained counsellors will do all they can to support them through their journey.

Employees are able to access the EAP from anywhere at any time, in a place they feel comfortable.

The average UK employee takes **8** sick days each year for a **mental health issue**.



PERKS DIRECT

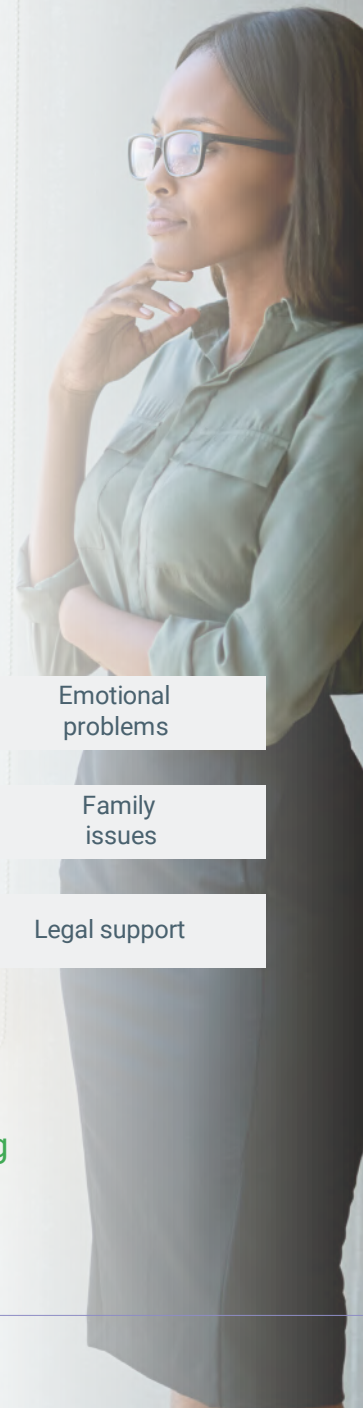
Our EAP allows your employees to access a 24/7 telephone helpline enabling them to speak in confidence to an accredited counsellor or subject specialist.

Employees can receive advice and information on areas including:

Stress	Anxiety	Emotional problems
Relationship difficulties	Bereavement	Family issues
Health and wellbeing	Financial and debt support	Legal support

42%

of employees call in sick saying the cause is a physical illness, **when in reality it's due to a mental health issue.**



How we help you and your business

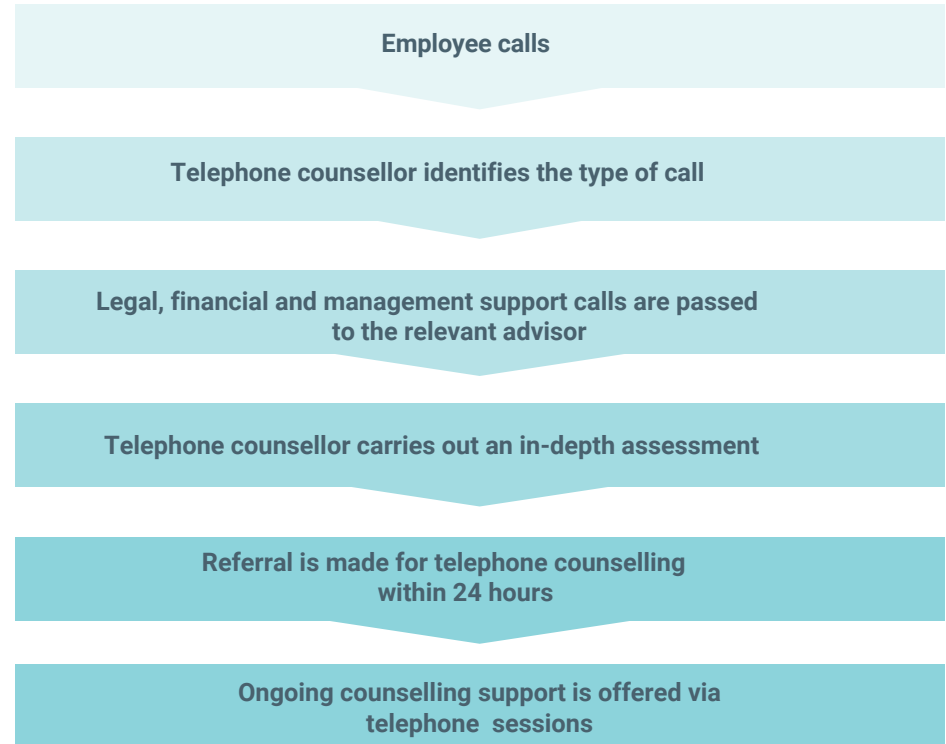
Our EAP can help to tackle sickness absence and presenteeism rates, by providing counselling support that helps employees identify the root causes.

We are on-hand to offer advice and guidance to managers dealing with people management issues. We can also provide regular management information reports, showing the volume of calls and category type.

We also provide access to an online portal where your employees can find a range of self-help workbooks and audio files.

The service also includes access to **MyMindPal**, an online interactive mental fitness tool.

Here's how it works



Only **5%**

of employees would tell their boss if they were ***struggling with stress, anxiety or depression.***

Health and wellbeing support

Are the challenges you are facing affecting your mental health?

Speak to accredited counsellors via our 24/7 confidential telephone support line.



Your mind's best friend

Reduce your employees' stress levels and help them enjoy life more with our personalised Mental Fitness app.

MyMindPal is an interactive app and online tool that is full of simple exercises and techniques that match your employees' Mental Fitness needs. Our exercises can help them:



Cope with life's daily stress

By managing negative thoughts and reducing body tension



Relax more often

With calming techniques for their minds and bodies



Boost positive thoughts

By creating a range of helpful thinking styles



Enjoy the present moment

With easy to follow mindfulness practices



Build habits that are good for them

By following simple tips and challenges to keep them on track

Since using MyMindPal

76% of users have reported **lower stress levels**

64% of users say they feel **more relaxed**

52% of users are feeling **more optimistic**

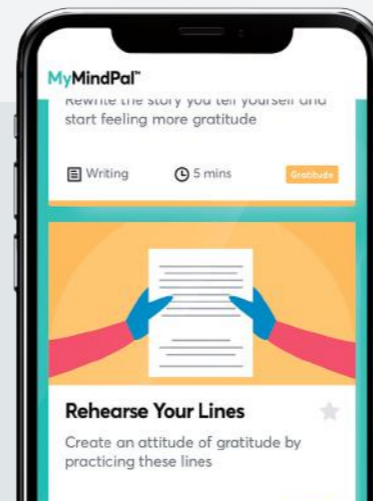
How it works



1

Take our 1 minute test

Reveal their current Mental Fitness story and discover how they can easily make positive changes



2

Explore the exercises

Access to a personalised dashboard, full of simple exercises, tools and techniques which match your employees' needs



3

Create your routine

Build their very own 5 minute a day routine to help employee handle whatever life throws their way

Care above all



24% of the working population are now Carers, which will be close to 40% by 2030.

Our promise is a simple one.



Help for Staff that are also Carers



For those caring for elderly parents on top of looking after their independence!



Reduce stress, minimise time off work



Specialist advice on care; medical costs; property; funding and legal help

Your Care Support, powered by Tutella, can provide individual plans and resources to suit your individual needs.

We help employees by providing them with independent information and practical advice.

Our care support includes: Emergency or back-up care including our expert helpline.

Specialist advice on sectors like care, medical costs, property, funding and legal help.

You also have access to our social platform designed to connect carers with family and friends.



PERKS DIRECT
Engagement & Wellbeing

What does this mean for you as an employer?

- Reduced tribunal claims
- Reduced stress and anxiety across your workforce and reduced absenteeism
- Saves you time by helping your workforce manage their own health and wellbeing
- Efficient and effective solutions for fulfilling your company's wellbeing

How can you help my business?

- Manage stress and anxiety at work and home
- Seek medical advice without having to take time off work
- Increased engagement at work
- Make a positive impact on their health and fitness
- Money management guidance and expert legal advice





What the service provides

- Reduced staff time off work
- Full access when home or away
- Keep staff healthier and productive
- Help staff avoid waiting room infections
- Whole family access to a 24/7 GP helpline
- Quick and stress-free appointment booking
- Family cover reduces child-related GP absences
- Signal your care for your staff, their partners and children
- Save more time with prescription deliveries to work or home



24/7 help when you need it.





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