

ESB: EMPLOYEE ASSISTANCE PROGRAM (EAP)

Employee Assistance Programs, commonly known as EAP's, are a human resource and corporate benefit tool used throughout today's business world. Many "**Large**" corporations have been offering their employees an EAP since the 1940's. Essentially, an EAP provides employees and employers a number of different resources to help assist them with the personal, medical, family, legal, financial and mental health issues they face on a daily basis. As a result, businesses offering an EAP typically experience reduced absenteeism, increased productivity, positive corporate moral, lower turnover, fewer employee conflicts, less work related accidents and reduced substance abuse incidents. **The net result is a higher return on employee wages, a reduction in medical costs and a significant financial savings.**

QUICK STUDY:

Current Employment Climate:

On a daily basis 1 in 5 employees is being negatively affected by a personal issue. (addiction, grief, divorce, care-giving, stress, depression, etc.) (Global Business and Economic Round Table on Addictions and Mental Health)

Employees are typically **37% less productive** when distracted by personal issues. (Statistics Canada)

70% of all adult illegal drug users **are employed**. (Center for Substance Abuse Treatment)

Productivity and Absenteeism:

Companies lose as much as **\$688 per employee** annually, due to unscheduled absenteeism. (The American Institute of Stress)

1 in 5 employees who call in sick are suffering from stress rather than an illness. (CCH, Inc.)

49% of employees **lose an hour of productivity** or more each day due to stress. (HR Magazine)

Almost half of employees cite **stress and personal issues** as the most common reason for work absence. (HR Magazine)

44% of employees say they come to work at least once a quarter **too stressed to be effective**. (HR Magazine)

Life, Medical and Mental Health:

Depression and anxiety disorders affect **19 million** adults annually. (National Institute of Mental Health)

30 million Americans grieve each day. (United Behavioral Health)

33% of employees **lose work time** due to care-giving. *

90% of all employees need legal or financial services, yet 70% do not seek counsel due to **fear of cost**. *

Drug related problems are responsible for **36% of employee theft**. *

Drug-reliant employees incur **300% higher** medical costs and benefits. (US Chamber of Commerce)

EAP AND WELLNESS PROGRAM BENEFITS:

Businesses offering an EAP typically experience reduced absenteeism, increased productivity, positive corporate moral, lower turnover, fewer employee conflicts, less work related accidents and reduced substance abuse incidents.

Current Employment Climate:

An EAP can generally be expected to generate an **ROI of \$5-\$16 annually per \$1 invested**. (United States Department of Labor)

90% of Fortune 500 Companies participate in an EAP. ("Public Health Reports")

Only 9% of companies with less than 50 employees participate in an EAP. (Bureau of Labor Statistics)

Productivity and Absenteeism:

An EAP can **reduce lost time by 30%**. ("Statistics")

If 5% of a company's employees used an EAP, that business could experience a **savings of 3.45% on payroll** due to reduced absenteeism and increased productivity. (Employee Assistance Report)

74% of employees who say their company offers an EAP **find it valuable**. (Cigna Health Care)

A study shows that when an EAP is provided, work loss was avoided 60% of the time saving an average of **17 hours per case**. These cases showed an **increase in productivity of 43%**. (Attridge, M. - Personal and Work Outcomes of Employee Assistance Services.)

Life, Medical and Mental Health:

An EAP can **reduce accident and sick pay** by as much as 60%. (EAPA Facts)

A study shows that when EAP legal and financial services are available, work loss was avoided 39% of the time and **productivity was improved in 36%** of the cases. (Attridge, M. - Employee assistance program outcomes similar for phone and Inperson and legal/finance consultation clients.)

When depression is effectively treated, absenteeism is **reduced 4 days** per year per case. (JAMA)

* *Unspecified Static Sources Include: American Association of Clinical Chemistry, American Management Association, Bureau of Labor Statistics, Gallop, Harris, Marsh & McLennen, National Institute of Drug Abuse, National Institute of Health, Occupational Safety and Health Services, Partnership for a Drug Free America, US Department of Human Services, US Department of Labor, US Department of the Navy, US Department of Transportation, US Drug Enforcement Administration—as reported at <http://www.freestatepreemp.com>*