

Employee Assistance Program



Four Rivers Behavioral Health
425 Broadway
Paducah, KY 42001

**Is your organization looking for an Employee Assistance Program?
If so, we can help**

◆ **Employee Assistance is a critical component of a Drug-Free Workplace.**

◆ **Benefits of EAPs:**

-Increased:

**Staff morale
Employee motivation
Positive public image
Customer Satisfaction
Productivity**

-Decreased:

**Absenteeism
Turnover
Disciplinary actions**

◆ **EAPs are tailored to help your organization manage the impact of employee's personal problems in a responsive, sensitive, cost-effective manner.**

What are EAPs

- ◆ Employee assistance programs (EAP) are employer sponsored programs that serve the needs of employees by identifying and addressing a broad spectrum of health, economic, and social issues, including substance abuse and mental health.
- ◆ The EAP is typically designed for use by both the employees and their dependents.

Why Develop an EAP?

- ◆ Statistics show that if employee problems are left unaddressed, they can directly impact on the organization's bottom line.
- ◆ A McDonnell Douglass study demonstrated a savings of \$4 for every dollar invested in an EAP, and a decrease in absenteeism and tardiness.
- ◆ A study published in 2000 by Abbott Laboratories documented that clients whose Mental Health treatment was managed through an EAP showed annualized savings of \$2,200 per year over a 3-year period vs. those clients who were not under an EAP.
- ◆ Alcohol and drug abuse has been estimated to cost American businesses roughly 81 billion dollars in lost productivity in just one year— 37 billion due to premature death and 44 billion due to illness.
- ◆ Following implementation of an EAP program addressing alcohol use at Oldsmobile's Lansing, Michigan plant statistics showed lost man hours declined by 49%, health care costs decreased by 29%, leaves by 56%, grievances by 78%, disciplinary problems by 63%, and accidents by 82%.



Available EAP Services

For more information on services,
please contact:

Elizabeth Fleming

Substance Abuse Prevention Specialist

Four Rivers Behavioral Health

270-442-8039 ext 705

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- ◆ Assessment and referral sessions.
- ◆ Referral follow-up.
- ◆ Supervisor training that covers the employer's EAP policies and procedures, the supervisors role, job performance, problem recognition, referral procedures, confidentiality issues and program benefits.
- ◆ Utilization of reports that the employer receives on a regular basis that provide statistics on indices such as problem types seen, frequency of referrals, appointments not kept, and levels of employees requiring services. In all cases, the reports maintain employee confidentiality.
- ◆ Employee education that covers the programs purpose and benefit, referral procedures, eligibilities and other policies.
- ◆ Drug-Free Workplace: We can provide assistance with the development and implementation of policies, procedures, programs, and services that advocate and support a Drug-Free Workplace.