

Employee and Family Assistance Program

The decision to implement an Employee and Family Assistance Program (EFAP) or any organizational health initiative is an important one, and one that companies make to demonstrate their commitment to their employees. To help Maximum Benefit groups make that commitment we have teamed up with Homewood Health Inc. to provide EFAP services to our employee benefit programs.



Homewood Health Inc. offers a one-of-a-kind approach to the market: the highest quality of clinical support and intervention available within the EFAP industry, and an unmatched continuum of services – spanning health promotion, mental health and addictions treatment, and prevention-focused work-life counselling services. By removing barriers to productivity and effectiveness, a Maximum Benefit/Homewood Health Inc. EFAP program strengthens organizations from the inside out.

By implementing an EFAP, companies can maximize the performance and potential of their strongest asset – their people. And in the process they can:

LOWER THEIR ORGANIZATIONAL COSTS BY:

- Preventing or reducing employee absence
- Reducing rising drug and other health care benefit costs
- Minimizing risk and liability by supporting a safe and productive workplace

DEMONSTRATE THEIR COMMITMENT TO THEIR EMPLOYEES BY:

- Addressing stress, its causes and its affects in the workplace
- Promoting healthy work / life balance
- Empowering employees to take action on their personal and family issues

ENHANCE WORKPLACE EFFECTIVENESS BY:

- Attracting and retaining motivated, engaged employees
- Successfully managing workplace change and transition
- Reducing the impact of workplace conflict

THE COST OF THE EMPLOYEE AND FAMILY ASSISTANCE PROGRAM IS BASED ON THE OPTION SELECTED.	
Options	Monthly Cost per Employee
Standard Unlimited Session EFAP	\$3.75
Over 400 Employees	Custom Quote

LET YOUR MAXIMUM BENEFIT ADVISOR SHOW YOU HOW TO PUT THE POWER OF OUR EMPLOYEE AND FAMILY ASSISTANCE PROGRAM TO WORK FOR YOU.

Overview of Services Offered

COUNSELLING SERVICES

Assessment and mainstream counselling through in-person sessions, by telephone or via the internet, including the following presenting problems:

- Marital and Other Relationships
- Family and Parenting
- Personal & Emotional Issues
- Stress
- Career and Vocation
- Alcohol, Tobacco, Drug and Gambling Addictions

The unique solution-focused approach concentrates on teaching individuals, couples, and families the skills necessary to solve their life problems without creating a long-term dependent counselling relationship.

Child to Elder Care Support Services – information and resources on a wide range of child and elder care issues, including a New Parent Outreach Service for those who have become or are about to become a new parent.

Legal Advisory Service – 24/7 toll-free telephone legal advice and counselling service, speaking directly to a lawyer, with referral to a local attorney, if necessary.

Financial Advisory Service – assessment and counselling on a full range of financial issues, providing referral when required.

Nutritional Counselling – covers full range of topics helping clients change nutrition-related behaviour, answer questions, and manage nutrition challenges.

Smoking Cessation Program – offers one of the most intensive tobacco dependence intervention programs available.

Career Development – assists employees identifying skills, values, aptitudes, and interests related to careers, and offers coaching on several topics from time management to work-life balance.

Crisis Management Service – on-site workplace trauma response including post traumatic stress counselling for impacted individuals.

12 Weeks to Wellness – provides a self-directed, comprehensive approach to weight loss and behaviour change.

ONLINE SERVICES

E-Learning Courses – Self-directed, interactive online courses covering both personal and workplace issues facing insureds and employers.

Health and Wellness Companion – A comprehensive self-development program designed to provide employees with a personal wellness plan to improve and maintain their health.

Health Library – A variety of self-help and other information articles, covering major conditions such as depression, addictions, and more.

FACTS AND FIGURES

Rising incidence of mental health issues in the workplace, and its effect on disability, absenteeism and health benefit costs can be a troubling issue for employers. Consider the following:

- **Between 20 and 25% of workers will experience a mental health disorder in their prime working years** – Centre for Addiction & Mental Health
- **19% of workers say they have missed two or more work days in the past twelve months due to depression, stress, or anxiety** – Ipsos Reid Mental Health in the Workplace study, 2007
- **Every day, 500,000 Canadians are absent from work due to psychiatric problems** – Centre for Addiction and Mental Health
- **Mental illness is the leading cause of disability in the world, and five of the 10 leading causes of disability are related to mental disorders** – World Health Organization
- **The economic costs of mental illness represent the equivalent of 20% of Canadian corporate profits** – Global Business & Economic RoundTable on Mental Health and Productivity, 2007

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