



EMPLOYEE ASSISTANCE PROGRAM (EAP) SERVICES

Comprehensive programs and services for area employers

Nationally, industry is losing \$100 billion...

It's estimated that American industry is losing more than \$100 billion each year due to employees with personal problems, mental health problems and drug/alcohol problems.

Productivity down 25 percent...

Nationwide surveys show that 18 percent of working people are affected by emotional, drinking or drug problems that reduce on-the-job productivity by approximately 25 percent.

Employees are your company's most valuable asset. They either make or break your success. When your employees are struggling with personal or work-related issues, the cost to you can be high. Gundersen's Employee Assistance Program (EAP) can provide your managers with the skills needed to identify and refer troubled employees and get them back on the path to good health and productivity.

EAP helps employers and employees cope with problems that may be impacting their job performance. It's a way for employers to protect their investment in human resources by reducing productivity losses, poor work quality, absenteeism, tardiness and accidents that often occur when personal problems "spill over" into the workplace. Protecting this investment can reduce turnover and save you time and resources required to recruit and train replacements.

The benefits of EAP reach far beyond financial gains. Most decisions to establish an EAP are not based solely on financial calculations, but on compassion for employees. EAP can be an effective way to help well-intentioned, but troubled, employees by offering them the assistance they need.

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About Gundersen Health System

Gundersen Health System is a comprehensive healthcare network including one of the nation's largest multi-specialty group medical practices. Gundersen is a physician-led, not-for profit healthcare system which includes a teaching hospital; community clinics; affiliate hospitals, clinics and nursing homes; behavioral health services; vision centers; pharmacies; and air and ground ambulance services. Gundersen serves 22 counties throughout western Wisconsin, northeastern Iowa and southeastern Minnesota. The hospital is a tertiary referral center and a Level II Trauma Center. The more than 1,000 medical, dental and associate staff are supported by a staff of more than 9,000. Gundersen is the designated Western Clinical Campus for the University of Wisconsin School of Medicine & Public Health. The organization is consistently ranked in the upper 5 percent of hospitals in the country by independent healthcare ratings organizations.

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HEALTH SYSTEM®

**Training sessions help managers recognize
and assist troubled employees.**



While some problems may be solved easily, others are more difficult and can benefit from the aid of special resources. By addressing these issues quickly, the situation may be prevented from developing into a more serious concern.

Services Provided

Comprehensive and flexible best describe Gundersen's EAP. Our full complement of services can be adjusted to meet your particular needs. Our services include:

- Confidential and professional employee consultations and referrals
- Manager and supervisor consultation and training
- Employee orientation sessions
- Organizational training
- Impact and utilization reports
- Website (www.gundersenhealth.org/eap)
- Accessible 24/7

Experienced Professional Team

Gundersen Health System has been providing the highest quality of care to the Tri-state Region for more than 100 years including EAP services to its own employees since 1975. In 1985, Gundersen Health System began providing EAP to area employers.

Since that time, we have worked with government, nonprofit and private employers. Our staff consists of highly skilled EAP professionals. EAP consultants are masters level social workers.

Invest in EAP

Establishing an EAP is an "investment" in human resources. While employees may perceive EAP as a fringe benefit, employers should view the program as an effective management intervention tool. Research shows that the employer sees returns ranging from \$2 to \$20 on each dollar invested in an EAP program.

While human happiness and relief from distress can never be measured, this savings can certainly have a positive effect on overall employee morale, loyalty and public image of your company.

More Information

To learn more about how the Gundersen Employee Assistance Program can benefit your business and employees, contact Business Health Services at (608) 775-8700 or email businesshealthservices@gundersenhealth.org.

GUNDERSEN HEALTH SYSTEM®

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