

## **EAP SERVICE SUMMARY FOR BIENNIUM 2019 TO 2021**

### **WHO WE ARE**

CHI St. Alexius Health Employee Assistance Program has been providing EAP services to public and private organizations since 1982. EAP services are first and foremost focused on assisting employees and families in finding solutions to life problems. However EAP services extend into the employment culture of the organization by assisting with supervisory / employee interventions, management training in organizational psychology topics, and educational opportunities designed to enhance personal and professional growth.

### **OUR SERVICES**

EAP provides a variety of services intend to benefit the employee as well as the workplace. These services include:

- Assistance with emotional and behavioral, work related, marital and family, financial stressors, alcohol and drug related concerns
- 24/7 crisis line staffed by local EAP counselors
- Crisis intervention
- Chemical dependency evaluations and education
- Supervisory referral for job performance
- Out of service area affiliate network
- Quarterly utilization reports
- Professional and management development education and training
- Supervisory training and employee orientation
- Policy and program development
- Unlimited management consultations
- Informational brochures and varied marketing materials
- Electronic bimonthly newsletter containing professional, supervisory, and health information
- Free training through our Enhancing Excellence series
- Participation in NDPERS or agency wellness and benefit fairs or meetings
- NDPERS consultant services

### **WHAT WE PROMISE**

Each of our master's level counselors provide assessments, short-term counseling and referral services.

- Highest confidentiality
- Developing personal self-esteem and effectiveness
- Face-to-face services (web based and phone services when needed)
- Finding solutions
- Prompt service
- Access to employer resources
- Access to health related materials via <https://www.chistalexiushealth.org/bismarck/facilities/employee-assistance-program>

# Employee Assistance Program



## WHAT WE DESIRE

It is the desire of CHI St. Alexius Health EAP services to participate with NDPERS and agency leaders in:

- Demonstrating concern for the personal well-being of the employees and their families
- Realizing the values of EAP Services on the workplace
  - ❖ **Workplace value** is seen by increased employee productivity, decreased absenteeism, and greater employee engagement.
  - ❖ **Benefit value** can be seen by cost savings from reduced healthcare claims, disability, and other employee benefits.
  - ❖ **Organizational value** in cost savings is seen in safety, risk management, critical incidents, management consultations, and advanced organizational development.

## SOMETHING NEW

CHI St. Alexius Health Employee Assistance Program recently joined other CHI St. Alexius Health departments in the development of *CHI St. Alexius Health – Business Health and Wellness*. Current research shows that the greatest yields of workplace value, benefit value, and organizational value are achieved when departmental / agency data is shared and analyzed between services such as:

- EAP
- Safety
- Occupational Health
- Return to Work
- Disability Management
- Wellness
- Organizational Development

CHI St. Alexius Health Employee Assistance Program would appreciate the opportunity to discuss how greater value can become an agency reality.

*Enhancing Excellence in Your Organization*