

## Occupational Health and EAP

The “employee assistance programme” has always been an important element of modern and effective business management even before it was called this. An employee wants to be successful in his/her professional activities and will therefore appreciate any support to have his/her potential “unlocked”.

Even without reduced performance the full potential is often not utilised and as you are aware there are so many reasons for that. However an equally significant and increasing problem seems to be reduced performance through so-called “stress reactions”. Relevant research confirms that the “burn-out-syndromes” are responsible for substandard performance and recurrent absence through sick leave. As a matter of fact a developing “burn-out-syndrome” shows its ugly face long before it becomes clearly evident in a declining or erratic performance curve.

Stress prevention is a structured training programme, which aims at optimising performance whilst relevant steps are being undertaken to maintain good psychological and physical (!) health and therefore maintenance of optimal performance!

Stress management addresses already existing difficulties in the most practical way, which allows the person to recover from the early difficulties without suffering further reduction of performance or psychological/physical aftereffects from it.

Stress related illnesses are the endproduct of the process of undue stress and the cost for individuals as well as the costs for businesses is unacceptable high and already reached devastating levels. At that stage “illness” assessment and management becomes necessary.

The “market” to assist businesses in all these areas are heavily fragmented and the employer has to find his way through the ‘jungle’ of providers. The reality is that there are mainly so-called intermediaries offering part of the service for a high premium only for them to pass it on to the true provider of the service. Now it is possible to cut out the “middle-man” and therefore allows the employer to address the provider directly to obtain the relevant high quality service at a fraction of the costs incurred so far.

Our company has for many years provided the above-mentioned services amongst many others. Over the last years our company has specialised in the “stress area” and has focused on providing practical help, researching the subject and provide teaching and training as well.

Since our company has recently undergone a significant expansion we are now able to recruit new contracts, which vary from individual use of our service to contracts of certain ‘packages’ over a period of time. Your individual needs will determine the service you require.

You probably find that this is of vital interest for your business success. Despite your busy agenda a discussion about these issues can save you time, money and unnecessary worries.

The sooner you act the more you save for your business. Besides in the UK adequate measures are mandatory for businesses to be in line with current legislation and therefore can prevent unwanted surprises!