

A holistic approach to employee assistance

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- **A holistic approach to Employee Assistance**
- **One size doesn't fit all**
- **Creating a culture of early intervention**

Understanding absence within your workforce:

- ❖ Identify the main reasons for absence
- ❖ What support/assistance is available to help an employee remain at work; or if absent to return to work sooner (safely/healthy)
- ❖ Are there gaps in support, could more be done?

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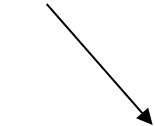
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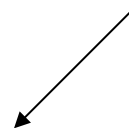
Main causes of absence

Psychological

Musculoskeletal



Support available?



Counselling

Physiotherapy

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In addition:

- Signpost to e.g. financial advice options
- Discounted complementary therapies

- Maximising Attendance policy/training for managers.
- Occupational health service
- Early intervention

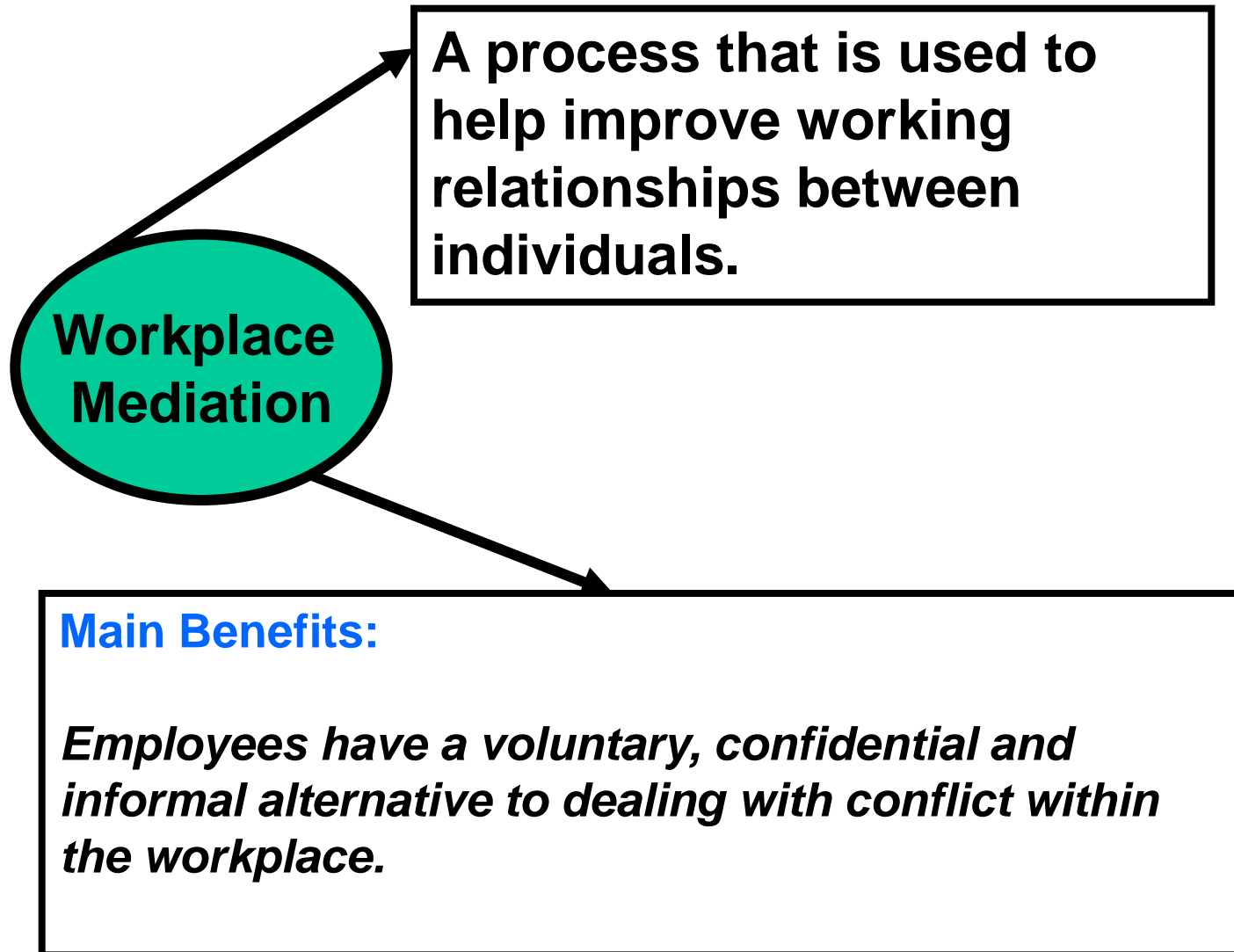
Are there gaps in the supports available, could more be done?

Further supports could be beneficial

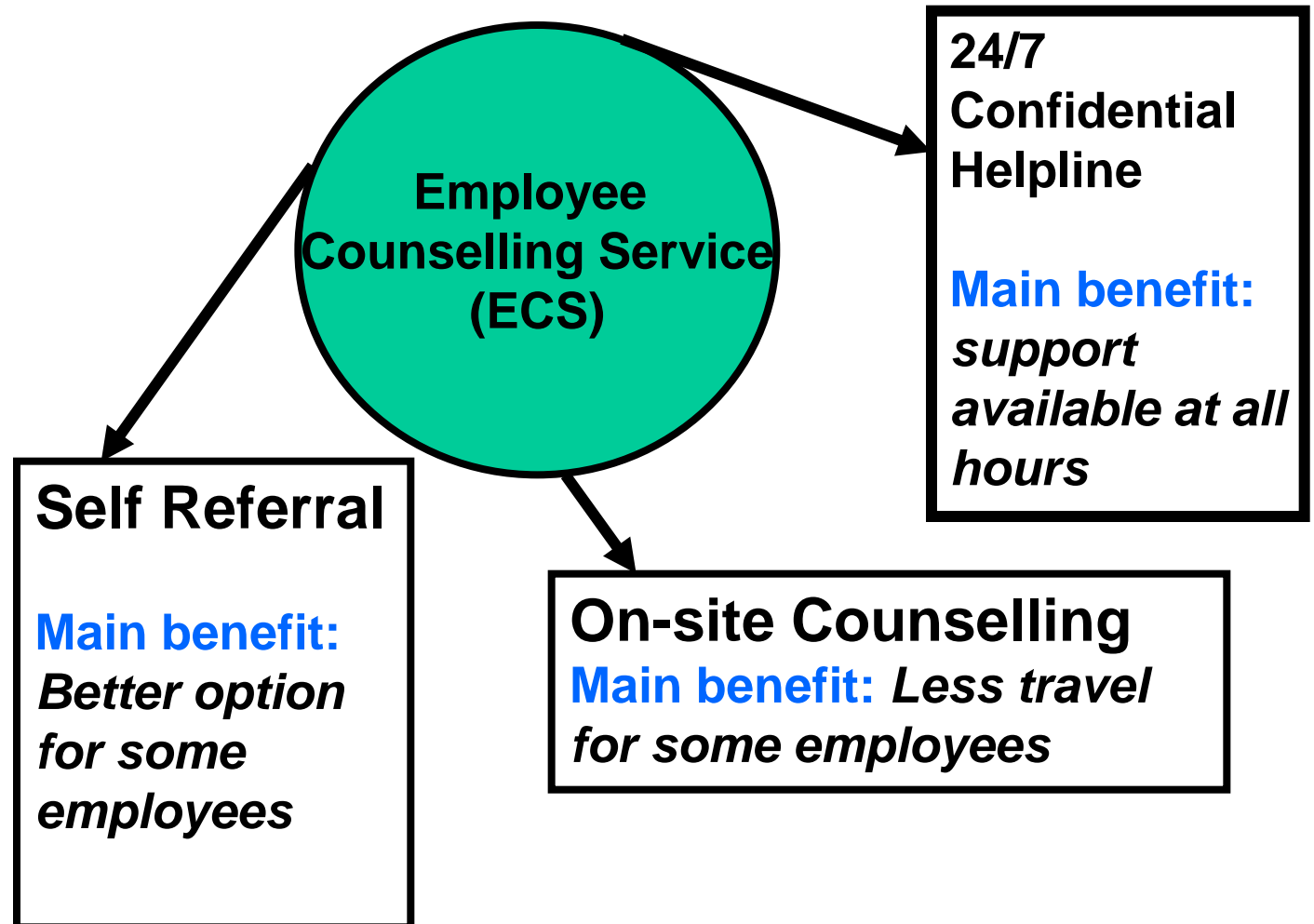
Consider widening accessibility to assistance

Can we communicate supports better?

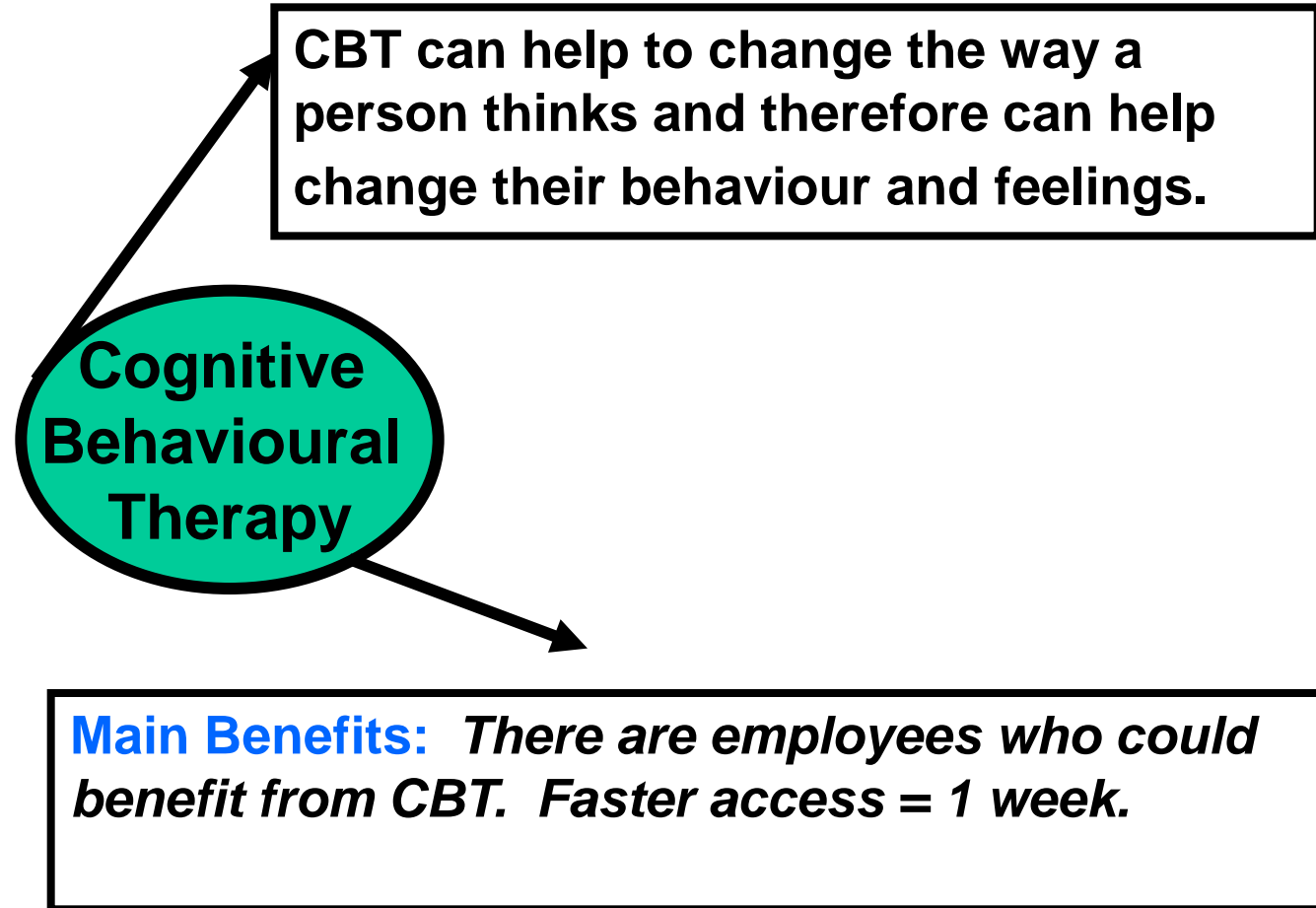
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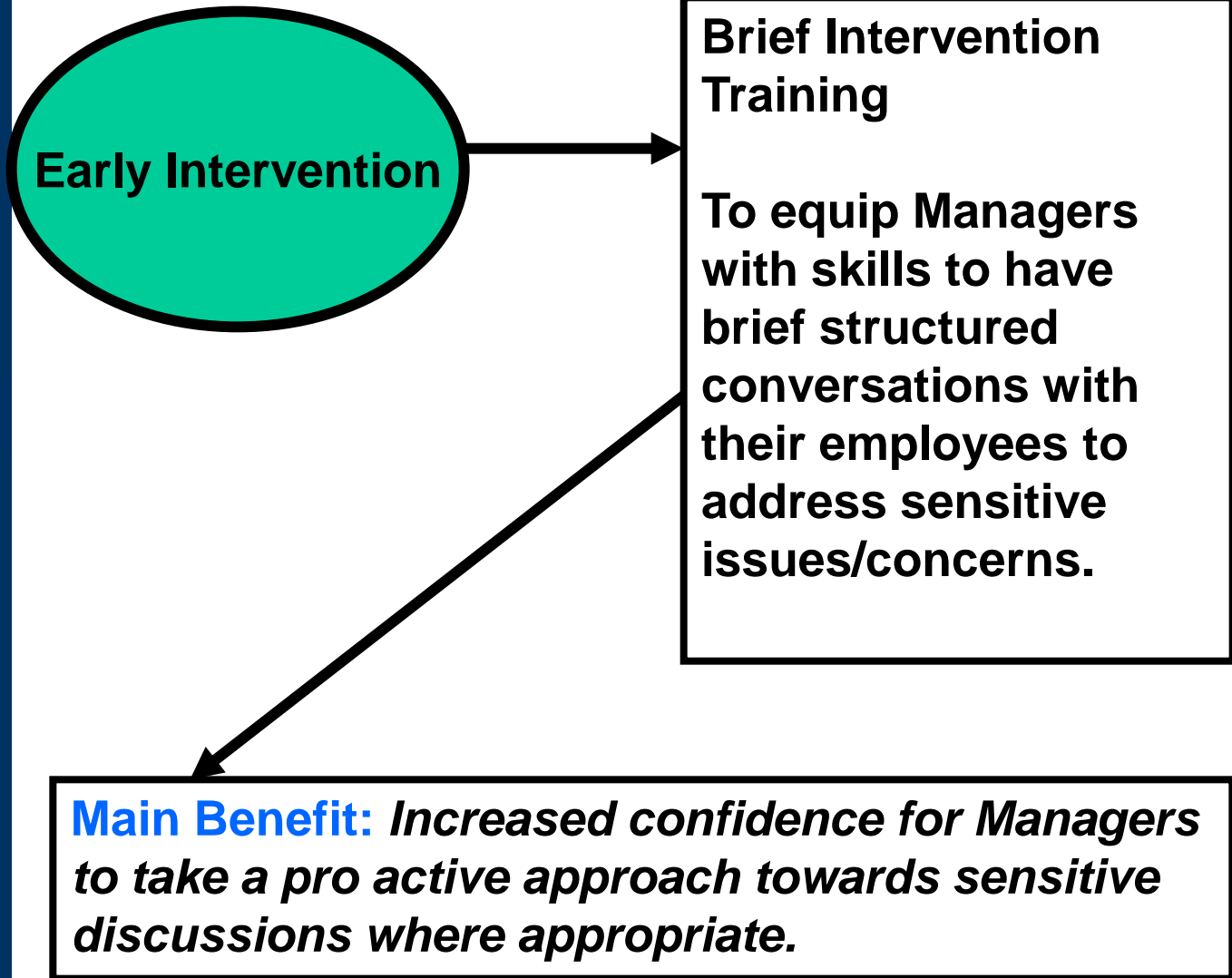


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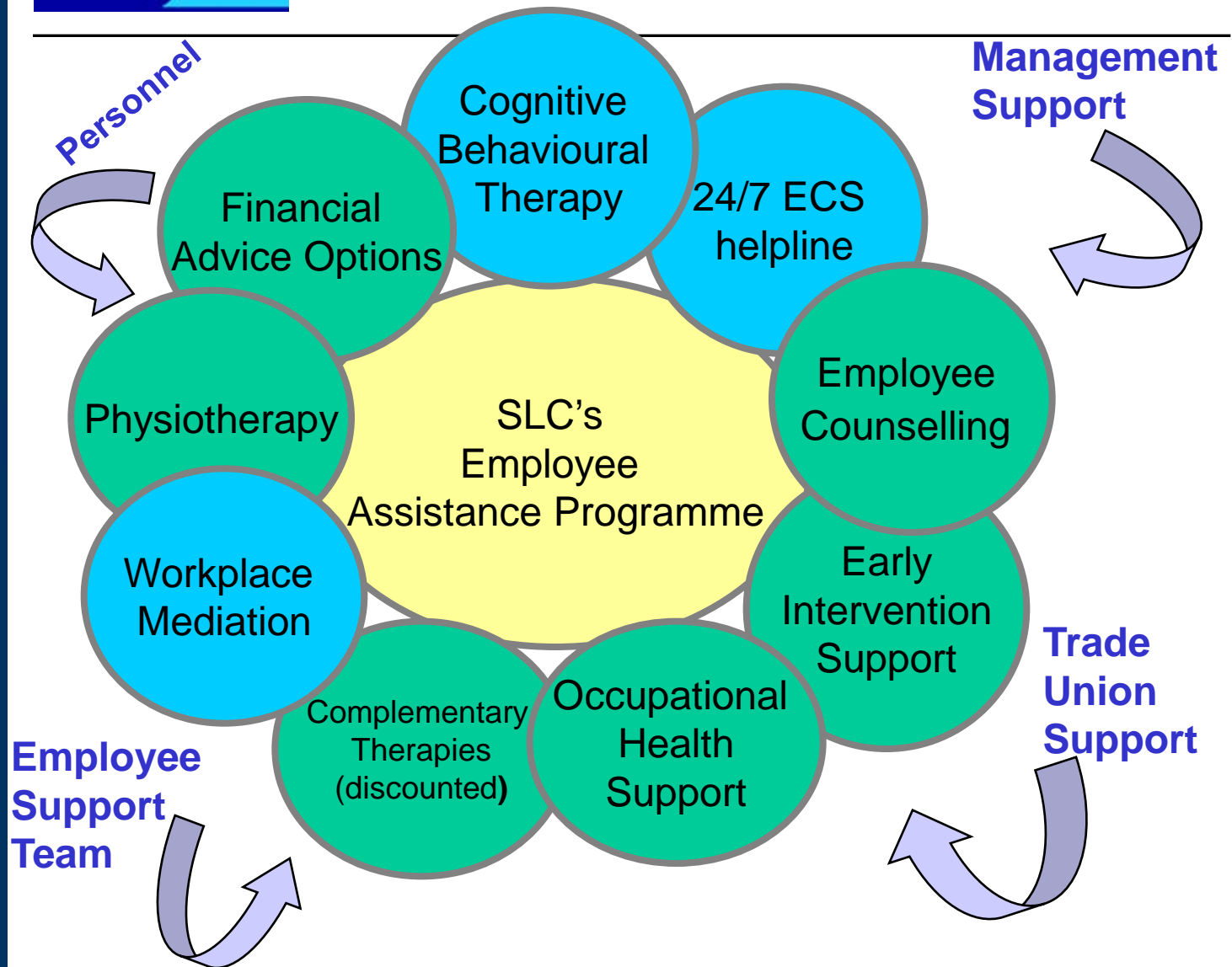




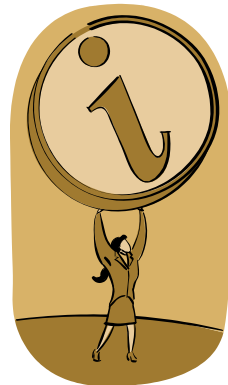
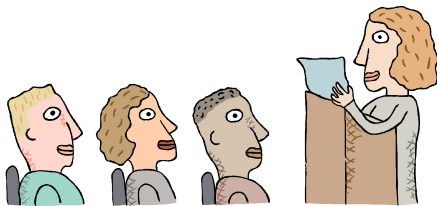


**Why don't we
pull all our
supports
together in one
place!**

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Communication and Awareness



One size does not fit all

- **Case by case approach to providing assistance/support to employees.**
 - we are all individuals
 - 2 way communication
- **Other services/supports?**
 - in the community?
 - nationally? – breathing space, samaritans.....
- **Other initiatives within your workplace?**
 - Healthy working lives
 - Healthy living

- ❖ **Raising the profile of well-being and mental health.**
- ❖ **Partnership working**
- ❖ **Communication and education of available assistance and supports**
- ❖ **Break down barriers to support for individuals**



**Don't forget
about you!**

