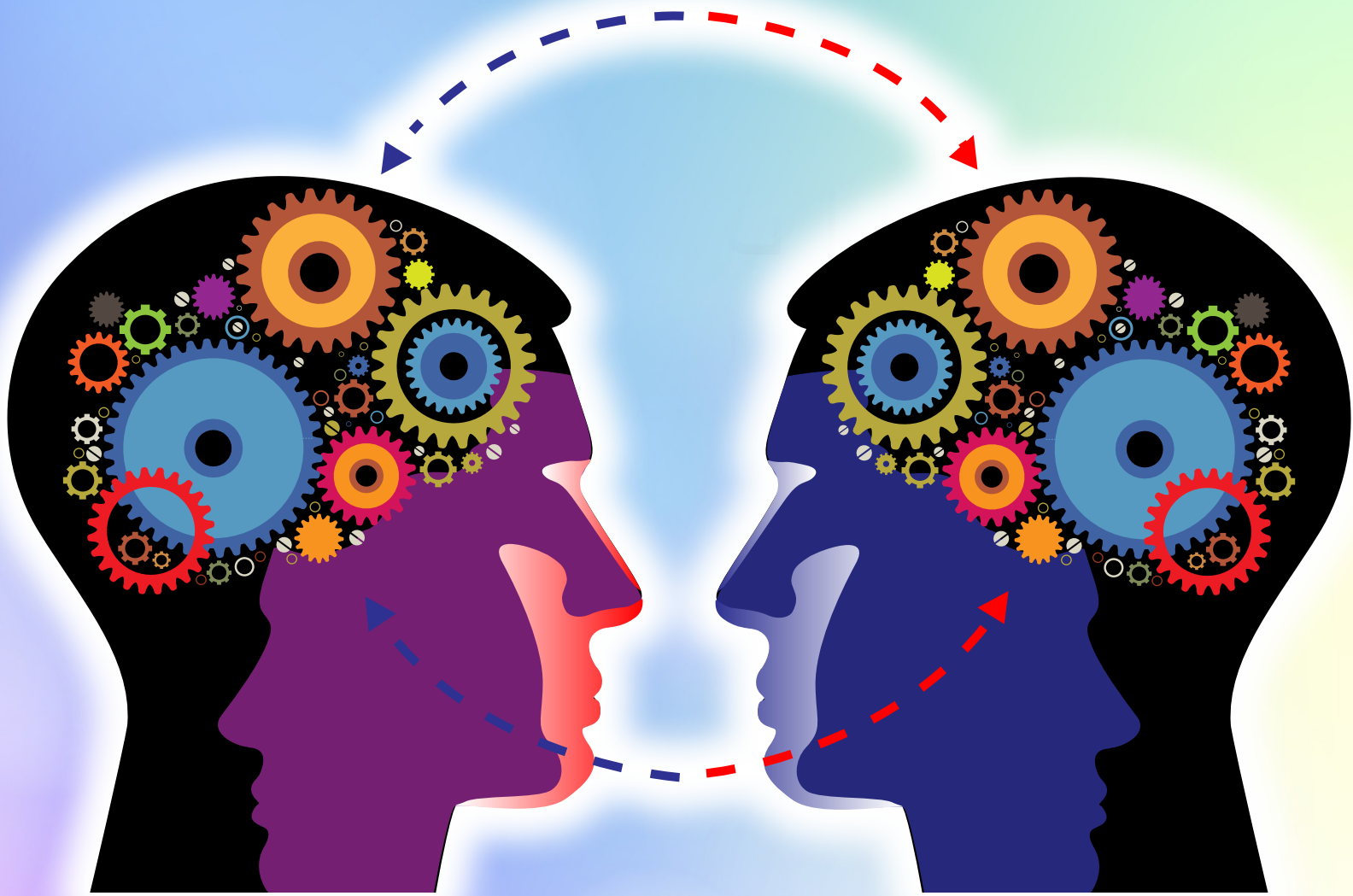


DOES EMPLOYEE CARE AND WELL-BEING MATTER?



Mental health issues can impair some level of our daily functional needs.

A good understanding of its impact on our physical health and relationships is key to improving our quality of life.

However, many companies have yet to put in place an employee care program to support the emotional and psychological wellness of their employees.

TOP 3 MENTAL HEALTH CHALLENGES

- | | | |
|--|---|--|
| 1 Mood Disorder (1 in 16) <ul style="list-style-type: none">• Major Depression• Bipolar | 2 Anxiety Disorder (1 in 24) <ul style="list-style-type: none">• Obsessive Compulsion• Generalised Anxiety | 3 Alcohol (1 in 28) <ul style="list-style-type: none">• Alcohol Abuse• Alcohol Dependence |
|--|---|--|



Employers who have used our EAP+ service say

In the fast-paced F&B industry, environmental factors often contribute to a higher level of stress, tension and conflicts. Working with SACS provides an avenue for the employees to voice out, as some issues are at times sensitive, involving their colleagues and supervisors.

Having EAP+ in place provides our employees access to professional help early, thus preventing ill mental health which can impair the individual's work performance, affect teams and impact organisational costs.

EAP+ links me to a caregiver support group. My family members now have good handles to better care and support our loved ones.

Employees who have used our EAP+ service say

I enjoyed the Wellness Approach Support Program, where I met new friends who understand my situation.

After attending the Stress Management workshop, I finally realised what went wrong with me.

I feel comfortable to share my deeper struggles, as it has been a challenge for me to open up in the past. Trust had been a barrier for me to seek help sooner.

2016 nationwide study shows 1 in 7 people has experienced a mental disorder in their lifetime.

SADLY, 78.4% DO NOT SEEK PROFESSIONAL HELP

Employee Assistance Program (EAP+) for Individual and Organisational Emotional Health

To find out how you may include our **EAP+** services as a response to **EMPLOYEE CARE**, call us at **8608 8125** or **8608 8126** or email us at **eap@sacs.org.sg**



ARE YOU OK?



Plugging the Gap in Professional Mental Health Support for Employees and Employers

While the recent Singapore Mental Health Conference 2019 emphasised the need to build a mentally-resilient population and community, it is equally important to build organisational well-being through enhancing employee emotional resilience.

The mental strain faced spans the spectrum of compassion fatigue, guilt, trauma, just to name a few. These conditions may then lead to burnout, sleeplessness, worry, anxiety, obsessive thoughts and in some cases, clinical depression.

Our EAP+ initiative provides an avenue for employees and employers to voice out their concerns, encouraging them to open up on mental health issues, in a safe place with assured confidentiality. Here, our team of registered counsellors and psychologists are just a phone call away. We also offer customised workshops aimed at building a psychologically healthy workplace for employees to support one another.

To find out how we may partner you in building up your organisation's emotional resilience through our EAP+ services, call us at **8608 8125 / 8608 8126** or email us at **eap@sacs.org.sg**.

Pauline Chia
Registered Counsellor
Employee Assistance Program (EAP+)
Singapore Anglican Community Services

SO WHY NOW... THE MOUNTING MENTAL HEALTH CONCERN?

2017 Aon APAC Benefits Strategy Study

72% of employers in Singapore consider stress and mental health an issue affecting productivity.

Among non-manual workers, stress is the No. 1 cause of long-term medical absence.

Only half of the employers surveyed have emotional and psychological wellness programs in place.

A recent YouGov survey suggests that demanding work could be the cause of sleepless nights.

44% of people are not getting enough sleep

77% woke up at least once a night

2016 Mental Health Survey, a significant proportion of people are not seeking help. Of those who sought professional help:

42.3% had consulted a psychiatrist

36.5% went to a counsellor

26.2% went to a psychologist

58.7% believed in Talk therapy

20% went to a general practitioner or a family doctor

OUR EAP+ SERVICE EXISTS TO PLUG THE GAP IN MENTAL HEALTH SUPPORT AT THE WORKPLACE

In August 2017, Singapore Anglican Community Services (SACS) was appointed by National Council of Social Service (NCSS) to actively raise awareness on emotional well-being through its EAP+ service. This response recognises the importance of emotional resilience for a stronger workforce.

EAP+ CAN PARTNER EMPLOYERS TO MEET THE PRESSING NEEDS TO:

- Impact organisational health
- Increase employee resilience and well-being
- Empower employees with wellness coping skills
- Increase productivity across the organisation
- Improve morale and motivation
- Enhance harmony with staff becoming happier
- Increase control over one's work life
- Optimise organisational performance

WHY IMPLEMENT EAP+ ?

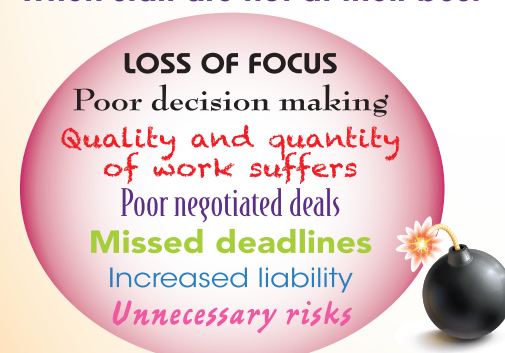
Given that stigma prevails in the workplace, we need to build more support from employers to build 'normalcy' for employees to seek help.

EAP+ aims to provide a professional yet neutral source of advice

- Timely support to employees with or at risk of having mental health issues
- Workplace interventions for employees through individual consultations
- Training and advisory support for employers, managers and supervisors to help employees' concerns, identify emotional distress, recognise symptoms and explore options at an early stage of help to affected colleagues
- Psycho-social education and empowerment workshops for employees
- Wellness approach support program for the workplace and personal issues
- Information and referral to appropriate agencies or specialised services for follow up, if needed

WHAT IS THE BUSINESS IMPACT?

When staff are not at their best



When staff are at peak level

- ✓ Fully engaged and committed at work
- ✓ Emotionally and Physically Healthy



With EAP+ and work adjustments, what is it in for the employer?

- * Every **\$1 invested** in workplace adjustments generates average **returns** of **\$5.60**
- * **Reduces** average annual **medical expenses** by **13.3%** (equivalent to S\$260)
- * **Increases** average yearly **income per person** by **6.5%** (approximately S\$1,600)

*Study on Demand and Factors to Overcome Barriers to Employing Persons with Mental Health Issues. NCSS, Frost & Sullivan 2017.