



## EMPLOYEE ASSISTANCE PROGRAM

# When Employees Aren't at Their Best, You Lose Money

Nothing impacts employee performance more than personal problems. Issues such as stress, relationships, substance use and legal and financial troubles can soon translate into lost days, declining work quality, conflicts and turnover, litigation and, of course, higher costs.

Consider the following:

- The United States Department of Labor has concluded that Employee Assistance Programs (EAPs) can save employers between five and 16 dollars for every dollar invested.<sup>1</sup>
- Compared to absenteeism, presenteeism related to depression can generate up to 30 times more lost productivity.<sup>2</sup>

### The Proof is in the Numbers

With more than 30 years in the Employee Assistance Program (EAP) business, Magellan's experience is unparalleled. Through our brief-treatment model, we help employees address personal issues early, minimizing the impact on workplace productivity and the need for more complex and costly clinical assistance. Of those employees participating in Magellan's EAP program and responding to satisfaction surveys:

- 94 percent reported fewer days of missed work
- 71 percent reported fewer late arrivals or early departures
- 80 percent reported having completed more work
- 85 percent reported an improvement in their general emotional health

Under Magellan's NAVIGO suite of services, our EAP provides professional assistance covering a wide variety of issues that impact on-the-job performance including the following:

- Stress management
- Alcohol and drug use
- Child and elder care concerns
- Relationship issues

NAVIGO EAP services include 24/7 telephone crisis management, Web-based resources and access to over 17,000 providers who specialize in the EAP brief treatment model.

It's simple: When your employees are healthy, your company is healthy. Let us show you how we can help you improve the health of your company by helping your employees be at their best.

1. "Performance Measures Support The Cost/Benefit Ratio of EAPs," originally appeared in the May 2003 issue of Employee Assistance Program Management Letter. This information was reprinted with permission from American Business Publishing. Published monthly, © Employee Assistance Program Management Letter by American Business Publishing. Editorial Offices: 1913 Atlantic Avenue, Suite F4, Manasquan, NJ 08736, (888) 843-6242; fax (888) 329-6242; e-mail hrp@healthrespubs.com. Robert K. Jenkins, Publisher.

2. J.F Marlowe, "Depression's Surprising Toll on Worker Productivity," Employee Benefits Journal March 2002: 16-21

