



Employee Assistance Program

Through the provision of an Employee Assistance Program (EAP) organisations are able to offer their employees, and eligible family members, access to free confidential and professional psychological support.

Our team of qualified registered and clinical psychologists provide vital support to improve the mental health, resilience and wellbeing of individuals within organisations. Our approach is friendly, caring and focused on providing practical solutions.

Tailored Programs

We listen to our clients to develop an understanding of an organisation's culture, priorities and needs. We then tailor an EAP to deliver the most appropriate professional support services to an organisation, in a way that works best for its employees.

Organisations partnering with PeopleSense to offer the Employee Assistance Program find the service to be an invaluable support to their employees. PeopleSense are able to provide organisations with statistical data, highlighting trends in service usage, without compromising privacy.

Confidentiality and Privacy

PeopleSense by Altius Group is always concerned about client and employee privacy - confidentiality is guaranteed. We will not release personal details or issues raised during counselling without the consent of an employee, except in cases where we are concerned for an individual's safety and are required to do so by law.

The EAP provides employees access to a **free, professional** and **confidential** counselling service for problems such as:

- Relationships issues
- Anxiety and worry
- Depression and low mood
- Trauma
- Family problems
- Conflict at home or work
- Grief
- Stress
- Anger
- Sleep difficulties
- Drug and/or alcohol problems
- Decision making
- Career transition
- Other personal or work issues

Access to Help 24/7

PeopleSense psychologists are available to EAP employees 24 hours per day, 7 days per week for emergency situations and critical incidents. We can arrange for employees to see a psychologist face to face at a location convenient to them or set up an appointment via telephone or Skype.

Employee Awareness of the EAP

Managers can either encourage use of the Employee Assistance Program through their own internal channels or contact PeopleSense directly to discuss a referral if they are concerned about a colleague.

Support for Managers

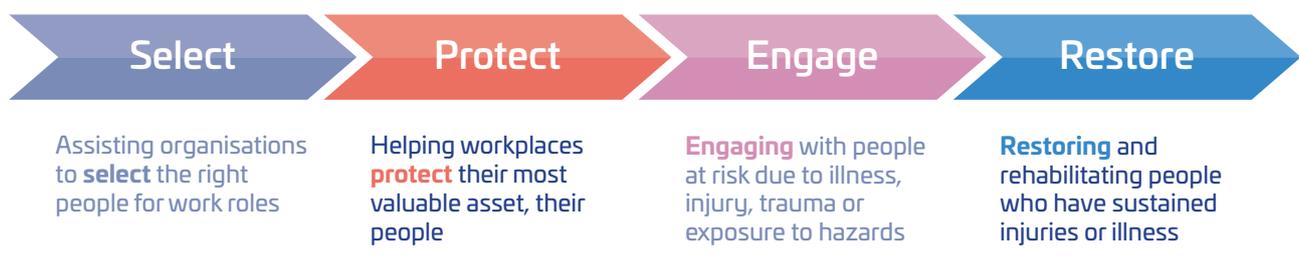
As part of the EAP, our team of highly skilled clinical and organisationally-trained psychologists also deliver the **Manager Assistance Program (MAP)**. We offer workplace managers and supervisors professional support to help them deal with issues such as:

- Concerns about an employee's fitness for work
- Performance management
- Organisational change
- Managing difficult behaviours
- Retrenchment/redundancy/ career transition
- Workload
- Work life balance
- Enhancing resilience

Other PeopleSense Services

As part of a wide network of Altius Group allied health professionals based throughout Australia, we are able to respond to a wide range of workplace health and wellbeing needs. Other key PeopleSense services include: Critical Incident Response; Adjustment and Support Counselling; Fitness for Work Assessments; Factual Investigations; Mediation and Educations Sessions.

Altius Group has a solid understanding of how to engage with employees to build healthy teams of people and a productive, successful organisation. Industry based evidence and insight, conversations with our clients and our connections within the industry, enable us to stay ahead of emerging needs to deliver holistic support services to organisations across the **lifecycle of their people's employment**.



Get in touch with us:

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