

# SUPPORTING YOUR EMPLOYEES MENTAL HEALTH



## ABOUT EBCAM

EBCam Ltd is a specialist Employee Benefits firm focusing on providing comprehensive, engaging and rewarding benefits to employees.

We work with employers to design, manage, and support a range of employee benefits to aid in the attraction of new, and retention of existing employees.

## CONTACT

PHONE:

01223 297 060

WEBSITE:

[www.ebcam.co.uk](http://www.ebcam.co.uk)

EMAIL:

[info@ebcam.co.uk](mailto:info@ebcam.co.uk)

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Poor mental health has been something that we as a nation have been paying more attention to over recent years, it has never been as important to consider ways to support people's mental health. We are in the middle of a worldwide pandemic that has seen us having to tell our employees they must work from home, in some cases in complete isolation. For many employees they go to work for more than an income; it may be companionship, friendship, support, guidance or even purpose. There are many things you can do as an employer to support your employees with their mental health:

### How can I support my employee's mental health?

Mental health is more than just whether someone is happy or not. Their mental health can be impacted by someone's mood and of course by their own physical wellbeing too. There are many things you can do as an employer to support this, *some* examples are:

- Communication – stay in contact with your employees, don't be afraid to ask them how they are
- Employee Assistance Program (EAP) – have you got one? Is it fit for purpose? Have you tested it?
- Virtual meetings/catch up even quizzes – but remember that won't be for everyone so don't expect or make all of your employees join in on quiz night
- Apps – such as Calm and Headspace – both of which have free to use functions
- Encourage your employees to get outdoors – while socially distancing and abiding by the rules, but fresh air and exercise are great for the mind too.

### What is an EAP?

A plan which provides a combination of online, telephone and face to face advice and guidance to employees in relation to their emotional and mental wellbeing. They are completed confidential and no personal information is shared with anyone, even the employer, unless they are in a crisis.

EAPs can be cost effective. Stand-alone EAPs can cost in the region of £1 per month per employee and can offer excellent support and benefits.

Many EAP providers can also offer management information on the level of usage of the scheme and high level details of the areas where support has been needed.

### Would I already have an EAP?

Many employers already have an EAP and don't even know. Many Group Risk products such as Life Assurance or Income Protection have EAP's included. In addition, many Medial Insurance and Cash Plan policies offer this too.

### If I don't have one, do I have to have one of those products to get one?

No. You can buy stand alone EAP plans. The price varies depending on how much support and at what level you want to offer.