

Connecting your clients to a new service

ICAS launches EAPconnect™ for small to medium size businesses

The smallest companies can have the greatest need of an employee assistance programme.

Absence and performance will be an issue for all clients. In a competitive market, where small companies may find margins becoming ever tighter, they need to ensure that staff performance is supported, managed and optimised.

However, small HR teams have to focus their resources on day-to-day work and may not have the time or skills to manage employees who are facing personal or work-related issues that affect performance. Sometimes they need someone independent to turn to, just to consider how best they can manage a situation.

However, as an intermediary, you know that SMEs have the same duty of care as larger companies and should be providing the right level of support for their staff. The risk of potential litigation is the same as for larger companies.

Cost is always an issue, so it can be a struggle to find the right EAP for smaller businesses.

ICAS has come up with a solution that blends the proven excellence of service with a more affordable cost. EAPconnect™

is specifically (but not exclusively) designed for small to medium companies.

EAPconnect™ gives a company four essential and high quality EAP elements:

- Telephone counselling
- LifeManagement™ to provide support around debt and finance, consumer issues and family care
- Three sessions of face to face counselling
- Managerial coaching

To keep costs down, each client receives an interactive CD-ROM that includes filmed briefings that employees can watch in their own time plus downloadable pdf files of posters and leaflets and other literature to promote the service, which a company can print off as required.

The briefings allow new employees to have instant access to information about their EAP, rather than waiting for a group briefing. It also cuts down the time (and therefore the cost) needed to promote the scheme internally. The downloadable literature allows a company to print off and promote when they need to, rather than having to predict what quantities they might need.



The typical cost per employee per month is £1.50, just 38 pence per week - call us for a firm quote. All prices include 10% commission for new business and subsequent renewals.

The table below shows indicative prices for EAPconnect™.

	Approx. cost/employee/month
For clients with less than 50 employees	from £1.75
For clients with up to 150 employees	from £1.45
For clients with up to 250 employees	from £1.40

EAPconnect™ is a solution that allows your SME clients to take ownership of their EAP whilst always being fully supported by ICAS. It is for anyone who currently thinks EAPs are simply too expensive for their growing business, but who needs to start addressing the essential issue of providing the right support to their staff.