



TOGETHER AT WORK

EMPLOYEE ASSISTANCE PROGRAM

Relationships Australia[®]
NEW SOUTH WALES



Work is relational.

While work can feel like it is all about productivity and processes, solutions and outcomes, at its heart, work is inherently relational.

Whether it's connecting with colleagues and clients, functioning well as a team, or understanding complex systems, relationships play a fundamental part in all areas of our work. They are the fabric of thriving organisations and cultures.

Our workplace relationships can shape our experience of work, and life, both positively and negatively. But our relationships and experiences outside of work can have an impact too.

Whatever their context, relationships play a pivotal role in our individual and collective wellbeing.



Relationships can be challenging at times.

Our relationships weave us together with others and create some of our greatest highs – and our greatest lows.

Relationships are wonderful things, but they can be really hard. Just like people, relationships are complex. They are alive and dynamic, nuanced and always changing.

Relationships go through struggles and triumphs. They can get stuck or become strained. They can be built or broken.

Tension with partners, challenges with children or disconnection with family and friends, can leave us feeling overwhelmed and struggling to function.

Added to this, we are managing an entirely different set of relationships at work, with their own dynamics.

Building and sustaining good relationships with colleagues, clients and customers is essential to any functioning workplace – and key to a fulfilling experience of work.

Our relationships reflect who we are in the world and shape our sense of purpose and belonging. When one part of our life is destabilised, it can permeate every aspect of our day.

It can be challenging to keep it all together at work and at home – but you don't have to do it alone.



Relationship Australia NSW's Employee Assistance Program (EAP) is designed to support and enhance the wellbeing of your employees.

It can help them deal with personal, family or work-related concerns that may be impacting their mental health, confidence, safety, or ability to their job.

We provide confidential counselling on a range of issues including:

- + relationship conflict or communication challenges**
- + anxiety, depression, grief, trauma or change**
- + financial issues, substance abuse or addiction.**

Work can be a place

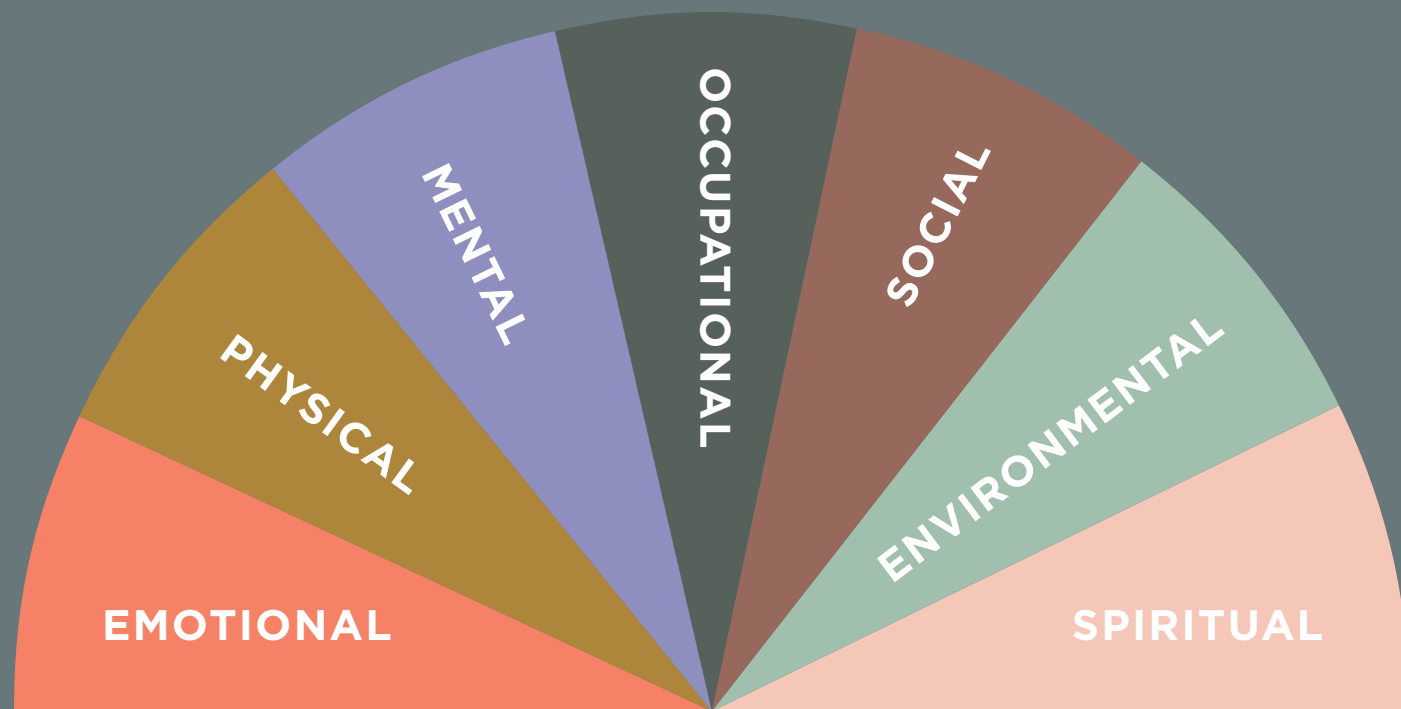


Relationship Wellbeing is as important in our workplaces as it is in our homes.

If your people want to build better relationships and equip themselves with the tools and tips to manage stress or challenges, we can work with them to achieve the outcomes they are seeking.

If they are facing difficulties, looking to strengthen their relationships, or wanting help in thinking things through, Relationships Australia NSW is here to help. We'll listen and work through the issues together, supporting your people to build and sustain relationships that are safe, healthy and strong.

to thrive, not survive.



RELATIONSHIP WELLBEING SPECTRUM

Relationships are integral to all facets of life and essential to our wellbeing

Relationships impact our experience of life.

Relationships Australia NSW's Employee Assistance Program takes a unique relationship ecosystem approach to address not just the issue presented, but the context of relationships around it.

Whether directly or indirectly, we bring our personal life to work, and the workplace permeates other areas of our lives. Our relationship styles and experiences can be shaping our behaviour, our capacity to connect, and our ability to thrive.

Our approach honours the whole person, the interconnectedness of their relationships and how they impact wellbeing. This helps drive the best outcomes for your staff, and those closest to them.

Improving the quality of your employee's experience at work.

THE BENEFITS

There are a host of positive impacts that our EAP can support.

01. Sustained positive mental health with a toolkit of skills for coping with pressure

02. Improved interpersonal skills and social connection, at work and at home

03. An ability to show up and contribute more fully, adding value to work and home

05. A greater sense of belonging

04. A more meaningful and enjoyable experience of work and life

FOR EMPLOYEES

FOR EMPLOYERS

01. A mentally healthy workforce who participate wholly at work

03. Proactive support that demonstrates genuine care for your people

02. Positive interactions that support better culture and people management

04. Improved productivity at lower risk, coupled with less absenteeism

05. Top talent attraction and improved employee satisfaction

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IS IT CONFIDENTIAL?

The effectiveness of our service rests on the need for privacy, to create conditions that are most conducive to open and honest conversations. All sessions remain completely confidential and de-identified.

The only exception to confidentiality is if we assess that the staff member may be a harm to themselves, or others. If that was the case, we would seek support from additional services in line with best practice and our duty of care.

WHAT DOES IT COST?

We are a highly competitive provider given counselling is core business at Relationships Australia NSW. Our fee consists of an annual management charge which links you to our service, and sessions are charged on an hourly basis as utilised.

ARE OTHER SERVICES AVAILABLE?

If you have unique needs within your organisation, please contact us to discuss them further. With a range of practitioners available, we are in a unique position to offer other support including mediation, training, workshops, webinars and coaching.

Annual reports and a suite of promotional material to let your staff know about the service available to them, including posters, wallet cards and factsheets, can also be provided as required for minimal cost.

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HOW DO EMPLOYEES ACCESS THE SERVICE?

For flexibility, convenience and ease, support is primarily provided online via video call. Telephone and face-to-face is available if required or preferred.

Staff are entitled to an agreed number of counselling sessions and are encouraged to call us on 1300 172 327 to arrange an appointment. After a session with a counsellor, staff typically feel more equipped to manage their issue, or can continue sessions to work it through.

WHY RELATIONSHIPS AUSTRALIA?

Backed by 70 years of real-world clinical experience and results, we provide a safe and supportive environment that welcomes all cultural backgrounds, genders and sexual orientation.

Our trusted team of practitioners are qualified and experienced in Psychology, Social Work and Counselling and specialised in working with individuals, couples, families and organisations.

Our unique relationship ecosystem approach which addresses not just the issue presented, but the context of relationships around it, sets us apart from other EAP services.

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To find out more, or sign up, please call us.
We'd love to hear from you.
1300 172 327

relationships.org.au/eap