



EMPLOYEE AND ORGANISATION SUPPORT SERVICE: WORKPLACE COUNSELLING FROM SMP

SMP's new employee and organisation support service is now available for business and individuals. This comprises a confidential workplace counselling and advice service for staff and managers alike. It is aimed at promoting, maintaining and improving personal wellbeing and in doing so improving individual and corporate performance.

Employee sick absence, low morale, redundancy, organisational re-structuring, concern over possible change, stress, lack of motivation – these are all issues that affect company performance at the individual and organisational level. These issues can cost companies significant amounts of money and affect their competitiveness, through sick absence, reduced productivity or unnecessary staff turn-over. If you are looking to manage any of these issues, look no further than SMP.

THE BENEFITS OF USING AN EMPLOYEE AND ORGANISATION SUPPORT SERVICE

Our service will help your organisation to:

Improve wellbeing and performance

Cut costs (e.g. sick absence)

Reduce absenteeism

Be more profitable

Perform more efficiently

Have a more engaged, effective and productive workforce

Reduce presenteeism

Comply with the law, and reduce the likelihood of a successful claim against the employer (e.g. negligence)

Have less conflict

Deal with issues before they become problems

SUPPORT FOR ALL STAFF:

Personal issues: you may have concerns over a particular situation: e.g. relationship issues; financial problems; stress or anxiety; low mood; feeling emotional

Work issues: relationships at work; work stress; job demands; work situation; new role etc

SUPPORT FOR MANAGERS: a support and consultancy service for line managers/HR/the organisation to help them deal with management and/or wellbeing-related issues, whether individual or organisational. This may be advice and guidance relating to a staff management issue, or on policy and procedure.

As necessary, we will refer individual members of staff on to relevant professional providers (e.g. specialist counselling services; Occupational Health; GP). The manager/HR department will normally be involved in referring staff to an Occupational Health provider. If you prefer, we can undertake this role on your behalf.

Stress Management Plus, Davidson House, Forbury Square, Reading RG1 3EU Tel. 0118 9001652

website www.stressmanagementplus.com email info@stressmanagementplus.com

WHAT'S DIFFERENT ABOUT SMP?

We visit your office regularly, and provide face-to-face, one-to-one sessions as a matter of course. This is something other providers do not do. You therefore have a recognisable presence at regular intervals, on-site and on hand to provide support as necessary. Alternatively, if you prefer, we can provide meetings with staff at our offices. In this way, we build up a vital, intimate level of knowledge and experience of your company, its culture and its formal and informal policies and procedures.

In addition, we provide one-to-one telephone support/meetings and advice and guidance to managers, HR and the organisation more widely. Staff use the service on a voluntary basis, whether:

- ✓ as an individual staff member who is struggling for example with a personal or work issue
- ✓ as a manager who needs support with a work/management/staff or personal matter
- ✓ the management team require advice on wellbeing policy or procedure/you want to ensure a wellbeing thread runs through what you do as a business/you're interested in a wellbeing/stress survey

By providing an Employee and Organisation Support Service, you ensure that you are discharging your duty of care as an employer. You thereby send the message to your staff that you are interested in their health and wellbeing. This is recognised as being good for levels of morale, engagement and commitment.

Our aim is to enable staff to remain effective at work via an independent, confidential and non-judgmental service, providing listening and counselling support, advice and guidance. Where appropriate, we can also offer support to staff who are off work due to sickness.

Our function is to help the business perform, at both the individual and organisational level.

We have over 25 years experience in developing people, in one-to-one support, counselling, facilitation and mediation. We have helped thousands of staff and managers to perform their roles.

OUR STAFF/SERVICES

Our staff of counsellors, stress consultants and trainers are all highly experienced and qualified, with industry-standard/university-accredited training. This covers: Counselling; Employee and Organisation support; Stress Management; Facilitation; Mediation; Learning and Development and Coaching. All staff are either members of the British Association for Counselling and Psychotherapy (BACP), the British Psychological Society or they have experience consistent with these or similar bodies. Our Code of Ethics and Practice is based on the code of ethics and practice of the BACP. (We maintain the strictest confidentiality at all times. Statistical data only, on usage/take-up of the service, will be relayed back to the organisation on a monthly basis. We will also report back to the organisation should particular trends or patterns emerge that we deem may be of concern).

We offer a range of complementary wellbeing, stress management and mediation services: **group training for staff in maintaining and encouraging resilience; group training for individuals and managers in preventing and managing stress; group training for staff in assertiveness skills; mediation work - dealing with staff conflict/breakdowns in communication.** Further details of these services can be provided on request.

For your organisation, we can use a

Fixed price Employee and Organisation Support Service Model: regular visits to your office from our staff, full or half-day 'surgeries'; telephone support/meetings; unlimited usage.

Pay as you Go Employee and Organisation Support Service Model: you only pay for those counselling and advice sessions your employees take up. There is a small fee for maintaining the service and for the provision of usage reports as above.

Call us on 0118 9001652 or email info@stressmanagementplus.com to start benefitting from the service SMP has to offer.

If your organisation is not part of the scheme you can still take advantage of our service – contact us as above.

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