

## The business case for supporting wellbeing in the workplace

“Over the last decade, researchers have discovered that people with higher levels of wellbeing are more social and energetic, more charitable and cooperative, and better liked by others. They are more resilient in the face of hardship, have stronger immune systems and are physically healthier and happier.

The business case for building and maintaining wellbeing in the workplace is compelling. Workplace wellbeing is a key driver of engagement and is strongly linked to employee attention, retention, improved safety, productivity and positive workplace behaviour. Conversely, lack of employee engagement has been linked to increased absenteeism, presenteeism, and lower levels of performance and productivity, as well as increased safety incidents. The two concepts of wellbeing and engagement are mutually reinforcing. Put simply, engaged employees experience greater levels of wellbeing, and employees who experience greater wellbeing are more engaged.”

*(Workplace Wellbeing Evidence Review, June 2018, Healthy Families South Auckland)*

## Workplace Support Services

We are a comprehensive staff support service and nationwide employee assistance provider offering a wide range of professional support for your workplace.

With our range of support specialists, Workplace Support offers the following professional services:

- EAP Counselling
- Alcohol & Other Drug Brief Intervention
- Professional & Clinical Supervision
- Leadership & Management Coaching
- Wellbeing Workshops
- Training, Development & Facilitation
- On-site Staff Support
- Critical Incident Support
- Career Direction
- Financial Mentoring

### Workplace Support

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PO Box 1534  
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# On-site Staff Support



**Independent EAP Provider  
PH 0800 333 200**

*Enhancing Workplace Wellbeing*

[www.workplacesupport.co.nz](http://www.workplacesupport.co.nz)

## On-site Staff Support

On-site staff support is a unique independent service that provides a proactive model of care which enables opportunity for staff to discuss concerns and options to move forward.

Your on-site staff supporter partners with you to enhance workplace wellbeing through their independent support to all staff.

They walk beside all staff members, including those in managerial positions, providing support that is:

- Impartial
- Independent
- Confidential
- Professional
- Inclusive



This service helps reduce workplace stress by supporting wellbeing and addressing issues in the initial stages before they develop further.

## Your Independent on-site Staff Supporter can benefit your workplace by...

- Providing ready access to on-site experienced support
- Supporting your workplace wellbeing responsibilities
- Connecting with your staff and supporting them in their wellbeing and mental health
- Encouraging positive interpersonal workplace relationships
- Assisting staff experiencing workplace conflict by the use of de-escalation strategies
- Performance management and restructure/redundancy support
- Suicide prevention and aftercare
- Grief and loss support
- Family issues support
- Keeping your employees at work whilst allowing them to address concerns
- Providing referrals to Workplace Support wellbeing services, when appropriate

Information that is derived from on-site interactions is a highly effective tool for identifying trends and key issues in the workplace.

## What our clients say...

*"The confidential service you offer our staff has been very well received."*

*"The service Workplace Support provides is invaluable in helping provide a healthy workplace in terms of personal peace of mind and satisfaction. Their unique and independent position allows the staff to feel confident in approaching them with their issues. The strength of Workplace Support lies not only in the quality of service, but in the knowledge that confidentiality is assured. This service has a proven record of dealing with issues at an early stage and thus preventing a larger problem developing."*

*"In recent times we have had a number of personal tragedies in the firm and Workplace Support have been on-hand to help both management and staff through these times."*

