



Employee Assistance Programme

—

PsychNG Services (The Therapeute Hub)

10, Hughes Avenue, Alagomeji, Yaba, Lagos.

08083523600

admin@psychng.com

Overview

Extensive studies have shown that Corporate Wellness programmes yield significant returns:

1. Enhance retention of healthy employees.
2. Low record of absenteeism.
3. Improve job performance and greater productivity.
4. Improve employee relations and morale leading to a more supportive and harmonious workplace.
5. Improve your business bottom line:
 - a. Reduce the cost of your employees' health benefits.
 - b. Decrease in productivity losses due to employees' health problems or injuries.

Based on the above, the results suggest that it is no longer a question of whether companies should implement a corporate wellness programme but how to design and implement such a programme to achieve the sustainable integrative well-being of their employees.

The usual challenge or main reason for not implementing a corporate wellness programme is the lack of resources and staffing.

With PsychNG Services, we are your resources. We have qualified Clinical Psychologists to help your employees get started and see results. We offer a variety of programmes and services to ensure employees are motivated to get started and stay healthy.

The worksite organizational culture and environment are powerful influences on behaviour and this needs to be put to use as a means of assisting employees to adopt a healthier lifestyle. Benefits of worksite wellness programmes for employees include:

1. Improved physical fitness.
2. A lower level of stress.
3. Increased well-being, self-image and self-esteem.

Goals

1. To increase productivity, heighten morale and teamwork; and strengthen the bonds between management, employees and the organization by providing a sustainable and confidential employee wellness service to all employees.
2. To establish and maintain a holistic approach to support employees in managing their personal and social problems.

3. To provide employees with a comprehensive resource to help them address personal problems.
4. To provide management with a practical resource to aid in supporting employees with personal and work-related problems when they impact an employee's performance.
5. To establish and maintain a system through which employees at risk can be identified, motivated and referred for assistance.
6. To develop and improve life skills and promote self-empowerment.
7. To promote and encourage employee healthy lifestyles.
8. To promote work-life balance and maintain a healthy workforce within a supportive environment.

Specifications

1. Employee Wellness programme (EWP):

- a. Psychological support services concerning employee's mental, social, and physical wellbeing, including the provision of counselling services for the employee.
- b. Personal support for traumatized employees as and when required in cases of personal incidents and accidents related to self.

2. Mental Health and Productivity Management programme

- a. Provision of mental health screening assessment services for the duration of the contract which includes:
 - i. Voluntary Counselling and Testing (VCT),
 - ii. Personal Mental Health Assessments (PMHA) and Personal Stress Assessment (PSA).

3. Work-Life Balance programme

Life skills programme comprising of:

- a. Financial fitness.
- b. Retirement planning.
- c. Stress Management.

4. Mental Wellness Training

I. Module One: Mind Works Matter (2 hours)

- A. Positive Psychology, The Work, a cognitive therapy application.
- B. Stress Management, understanding fight or flight reaction.
- C. The Power in You.

II. Module Two: Understanding Bio-Individuality (2 hours)

- A. Human Anatomy 101, how our body works.
- B. Understanding Chronic Diseases, how to prevent.
- C. Practicing self-care.

III. Module Three: Mind-Body Integration (2 hours)

- A. Primary Food, the Circle of Life
- B. Physical Activity, Aerobics, Meditation, Breathing.
- C. Techniques and Energy Healing

IV. Module Four: Mastering The Art Of Healthy Living (1 hour)

- A. Inner Retrospection.
- B. The Virtue of Gratitude.

Therapy Sessions

1. Individual/Group Therapy (6 Sessions)

a. Clinical Assessment

- i. *Structured Interview*. Scripted 30 to 45 minute in-person diagnostic interview. This is first hand verbal and non-verbal information gathered about the employee. Includes self-assessment.
- ii. *The MMPI-2*. Personality assessment helps understand employee personality type, areas they fit in and also for personality disorders.

- b. **Cognitive Behavioral Therapy**. This will help learn strategies and build coping skills for stress, anger and other psychological problems (1 hour/session).

Session Evaluation and Report

Methods for monitoring and evaluating the programmes will include at least the following:

- 1. Employee focus groups, and surveys for obtaining quantitative and qualitative employee input into programme activities.
- 2. Employee progress report (for Individual/Group Therapy).
- 3. Two weeks of follow-up progress.

Clients

The programme is aimed at servicing employees.

Specific Requirements

1. Language

English Language.

2. Virtual Sessions

Microsoft Teams video application will be used for virtual therapy sessions.

Individual Session Scheduling

Individual Sessions may be scheduled as preferred by employees via www.psychng.com/appointment-schedule

Fees

1. Specifications

- a. Virtual Training for all modules (20 attendees) N1,000,000
- b. Virtual Training for all modules (50 attendees) N2,000,000
- c. Virtual Training for all modules (100 attendees) N3,000,000

2. Face-to-Face Therapy sessions (50 Minutes/Session);

- a. *Individual Therapy*
 - i. One session, N50,000
 - ii. Six Sessions, N150,000
- b. *Virtual Therapy*
 - i. Two sessions, N30,000
 - ii. Twelve Sessions, N120,000

Staff Module Training Specifications

Employee programme specifications enquiries can be sent to admin@psychng.com