

What is Going on Under the Surface In Your Workplace?

1. Do you have a sense of relief when an employee goes on vacation or calls in sick?
2. Is it easier to do an employee's job duties yourself in order to assure that it gets done correctly?
3. Do you feel that your employees' personal problems are none of your business even though these personal problems affect how well they perform their job duties?
4. Do you ever feel that you should intervene in an employee's personal problems but you're afraid the person may no longer like you and you may lose a good employee?
5. Do you ever ignore an employee's job performance because a low functioning employee may be better than no employee at all?
6. Do certain employees because you "after work" worry?
7. Do certain employees always seem to have bizarre things happen to them that take them away from their job duties?
8. Have you ever had to defend yourself on whether or not your instructions were clear or specific enough?
9. Do you ever feel lied to or conned by your employees?
10. Do you keep discussions of employee performance "off the record" to gain the confidence of the troubled employee?

How Employers Benefit From Palmetto EAP

Palmetto EAP Helps "Save" Troubled Employees

10 % of your Employees Account For:

- 78% of all accidents
- 94% of absenteeism
- 83% of compensation claims
- 75% of used sick benefits

For each employee you save, the Department of Labor estimates you save 150% of an employee's annual compensation in turnover costs. For each \$10/hour FT employee that is a loss of \$30,000. It's even higher for management and sales positions where the turnover cost is 200% - 250%. Palmetto EAP:

- Returns them to satisfactory job performance
- Helps their families
- Reduces your turnover and lost productivity costs
- Improves your bottom line