

# Essential Business Legal – Counselling assistance

## Background

“Thriving at Work” is an expert report commissioned by the Government. It looks at the extent of the problem of poor mental health in the workplace and its associated costs.

The report says that “Most adults spend a significant proportion of their waking hours at work, so it is inevitably a setting where problems are often experienced. Employment can also have both a positive and negative impact on an individual’s mental health.”

The report found that around 15% of workers have symptoms of a mental health condition and the cost to employers are estimated to be

- £8 billion for absenteeism
- £17-26 billion for lost productivity from presenteeism
- £8 billion for staff turnover.

Supporting mental health at work is good for business and productivity and the report itself makes six recommendations for employers. You can read more here.

<https://www.gov.uk/government/publications/thriving-at-work-a-review-of-mental-health-and-employers>

## Tell your employees about our helpline for counselling assistance

Your Essential Business Legal policy offers a free telephone counselling assistance helpline for your employees and family members with living with them. Our qualified counsellors cannot help with long term mental health conditions but they can support callers who are feeling anxiety, stress or a sense of loss for any reason. We have prepared content for a handout that you use can use to tell your employees about the helpline. You can add your own logo and include the information in your employee benefits pack, pin it to the rest room notice board, upload it onto your intranet if you have one, or send it out to staff with their payslip.

We hope your business and your employees find the service valuable.



Tony Buss  
Managing Director  
**ARAG plc**

## Helpline for counselling assistance 0333 000 2082

[To all staff/ Dear {insert employee's name}]

Are you struggling emotionally? Feeling stressed or anxious? Suffering from a sense of loss for any reason?

As part of {insert Your business name} insurance arrangements we can offer staff (and your family members who live with you) access to our insurer's confidential counselling assistance helpline. You can call **0333 000 2082** at any time for support from a qualified counsellor.

Counsellors will not judge you or tell you what to do. You can tell them about your concerns and worries in complete confidence. They can guide you to explore coping mechanisms and how to strengthen your resilience against negative feelings of stress or anxiety. Bereavement counselling is also available and counsellors may refer you to other suitable agencies to obtain further help.

The counselling assistance helpline can help you to deal with matters that are causing stress and anxiety in a positive way. Calls are not recorded and we will not know that you have used the service.

[Yours sincerely]