



**The power to change**

An industry charity with industry power



# Employee and Family Support Programme

Looking after your most important asset - your people

# About the Electrical Industries Charity (EIC)

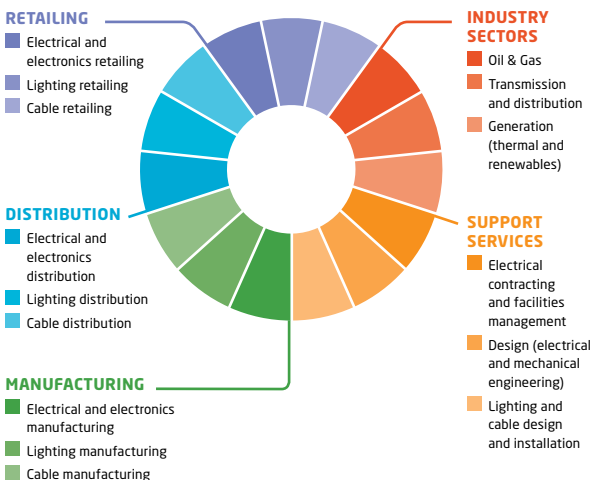
## An industry charity for industry people

The Electrical Industries Charity is a national charity with an ongoing mission to look after our community.

**> We do this by providing financial grants and practical support services to individuals in need**

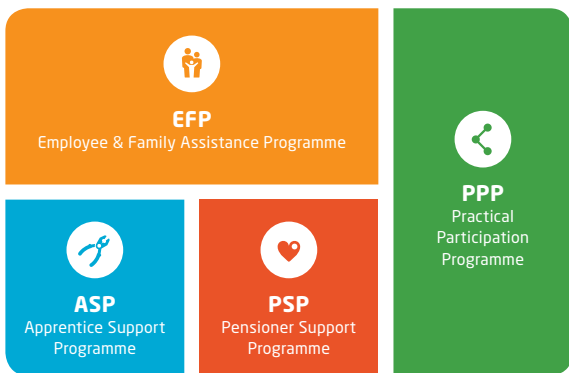
Our community model of care means we are looking out for apprentices, employees, retired colleagues AND their immediate families. We can help regardless of age, circumstances or health.

## What are electrical industries?



The Electrical Industries Charity (EIC) offers four programmes that lead to more productive, more supportive workplaces.

**These programmes are:**



## Employee and Family Support Programme (EFP)

The Employee and Family Support Programme (EFP) is our flagship programme, developed specifically for the working heartland of our industry and designed to make an immediate and sustainable positive impact on your business and your people.

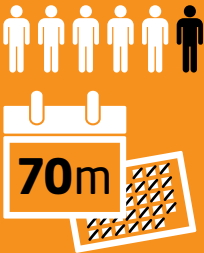
Staff productivity is a critical factor for any organisation but equally as important is recognising the personal life of employees. When things go wrong the Electrical Industries Charity is here to help with a range of services which address issues such as family or relationship problems through to debt advice, ill health and disability.

The Employee and Family Support Programme has been proven to facilitate timely intervention that better manages outcomes for individuals, families and business.

# It is an Employee Assistance Programme (EAP) with one big difference - we look after families too

When a challenge becomes overwhelming, whether personal or work related, the impact can be devastating for the individual and for their family.

**Business will suffer, too.**



Right now, **one in six** workers are experiencing stress, anxiety or depression with **70 million** working days lost each year, costing the UK economy £26 billion.

Health & Safety Executive 2010



# Introducing **Access Assistance**



**0800 652 1618**



**support@electricalcharity.org**

**Available 7 days a week** offering free and independent assistance for virtually any problem or issue employees may encounter. Our trained advisors assist everyone with respect and empathy.

**Access Assistance** is the gateway to the following Employee and Family Support Programme services:

Telephone counselling

Debt advice

Legal advice

Support for carers

Financial grants and assistance

Electrical engineering scholarships

Apprentice scholarships and bursary scheme

Will writing assistance

Career development and transition assistance

Complex case management support



# 43%

of people still state they would feel uncomfortable in discussing mental health issues with their manager or employer

## Key features of the EFP

Any services provided by the Electrical Industries Charity and its partner organisations remain free and confidential.



### Debt solutions

Getting into debt can happen to anyone. If not dealt with sensibly, debt can spiral out of control, leaving people feeling extremely anxious or depressed.

- > **Our advisors put in place tailored solutions to managing debt.**

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### Carer support network

One in seven of the working population has caring responsibilities. Carers trying to juggle their work and caring roles are at serious risk of experiencing ill-health.

- > **Our advisors will provide advice, information, and in certain cases financial assistance.**

## Telephone counselling

Outside of talking with friends and family, our ability to find a path out of difficult emotional circumstances can be greatly enhanced by a trained and empathetic counsellor.

- **Our advisors will arrange up to 5 sessions with a Telephone Counsellor accredited by the British Association of Counselling and Psychotherapy.**
- 

## Legal advice

General advice can be provided for most legal matters including:

- Family law, wills and probate
- Taxation, state pension and pension credits
- Consumer law, motoring and road traffic accidents
- Personal injury, clinical negligence, and loss of earnings.

- **Our advisors will arrange a referral to our legal provider. Please note that only general legal advice can be provided and our partner will not take on legal case work.**
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## Financial assistance and grants

When unforeseen circumstances arise or life deals a blow, a little extra help can make all the difference. For those who can demonstrate a serious financial need, the Electrical Industries Charity may be able to provide a grant for a wide range of needs from the everyday to the exceptional - disability adaptations, mobility equipment, home repairs and also basic essentials like heating and food.

- **Advisors will work with the applicant to determine their needs and financial situation.**

## Career advice

The Electrical Industries Charity works with a leading provider of interactive online career management through a 'work friend' portal. This has a wealth of audio, video and written material and tools.

> Advice is supplemented by access to an individual telephone career coach for three months.

**STRATEGIC. TANGIBLE. ACCESSIBLE**

**Resilient Employee =**

Productivity gains



Safer workplace

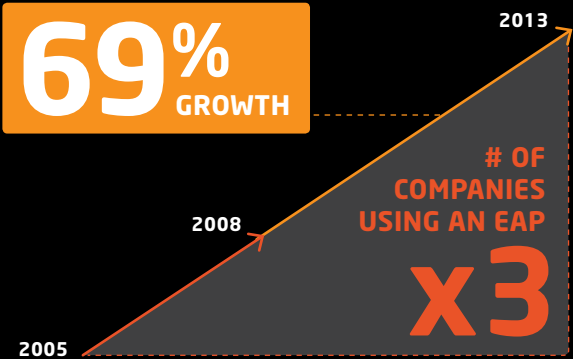


Reduced absenteeism & turnover





**Employee Assistance Programmes (EAPs)** are recognised as a key growth factor for today's organisations



**TODAY OVER**

**13.8  
million**

**EMPLOYEES ARE COVERED BY  
AN EAP PROVIDER**

# **Employee and Family Support Programme Benefits:**

- **Reduced staff absence**
- **Increased morale**
- **Improved productivity**
- **Enhancement of employee benefits packages**

By working in partnership with the Electrical Industries Charity, you will actively demonstrate duty of care to your employees and their families.

## **We provide you with the benefits of an EAP including:**

- > Employee health and wellbeing
- > Support your line managers
- > Embrace change
- > Support innovation
- > Better manage the impact of economic cycles

## **What we offer that makes us unique:**

- > Employee engagement
- > Grant funding
- > Community belonging
- > Family support
- > Industry networking

**Benefit from the confidentiality of an EAP coupled with the integrity of a community-based organisation.**

## **What does the service cost?**

The Employee and Family Support Programme is completely free. There is no cost whatsoever to the employee or their employer.

## **How can we afford to do this?**

As a registered charity, the Electrical Industries Charity can accept corporate donations as voluntary contributions. To support and sustain our free services, we suggest a minimum donation of £2.50 per employee per year. Corporate donations are a pre-tax deduction from profit, thereby making the Electrical Industries Charity very tax efficient too.

## **A win-win-win formula**

Because our purpose is helping people, not making a profit, we can boost your business's reputation for corporate social responsibility. So, your company wins, your employees win, and so does the Electrical Industries Charity.

In research undertaken by Management Today ([www.managementtoday.com/go/unum](http://www.managementtoday.com/go/unum)), half of managers feel that healthy employees mean healthy business. More than a third think it's good for recruitment and retention too!

**Every 1st placed company  
over the past 10 years has  
an EAP in place.**

2013 Sunday Times 100 Best Companies report

# Starting out with the Employee and Family Support Programme is easy

Working with your communications team, or equivalent, we will prepare customised:

- Leaflets and wallet cards
- Workplace posters
- Staff presentations
- Regular news items for staff newsletters
- Information for employee handbooks
- Fundraising packs
- Case studies

And you will receive on-going communications support, Employee and Family Support Programme standards updates, and periodic statistical reporting on service use.



**START**  
CHALLENGE



# Providing tangible examples makes the single biggest difference to understanding what we do and how we help

## The gift of time with family and nature

**A 44 year old Electrical Engineer** with a wife and two children under three years of age was working for an offshore company when he was diagnosed with Motor Neuron Disease (MND) and given just 18 months to live.

We were able to provide financial assistance to allow him to carry out his wish of moving to a self-contained apartment in a housing complex with 24hr care. His wife was able to visit with the children and we provided a Wheelchair Accessible Vehicle so they could go out as a family, away from the stresses they were all experiencing at home. We have also provided funding for counselling sessions for both his wife and the children and our support will continue for as long as the family needs us.

**£24K  
CHAIR**

provides a world  
beyond Cam's dreams...



**14 year old Cam** has progressive muscle wasting (Duchenne Muscular Dystrophy or DMD). His dad, Rob, has been an electrician since leaving school and the family lives in Gravesend.

# Join us for healthy and enjoyable events

Getting staff involved in raising funds for their industry charity is a great way to motivate them, encourage creativity, improve communications and promote teamwork.

We have places in a number of running and challenge events throughout the UK.

**Request EIC fundraising packs to support employee engagement.**

**A calendar of events can be found at [www.electricalcharity.org](http://www.electricalcharity.org)**



# HOW YOU CAN HELP

There are many ways to show your support...

- Sign up to our free workplace programmes
- Request an EIC fundraising pack and do something amazing to raise funds
- Coordinate a team challenge
- Join in or coordinate an EIC sporting challenge. Get active for a cause with loads of events to choose from
- Join an EIC Regional Committee
- Attend regional events
- Make a mobile phone donation right now – text POWR01 £10 to 70070
- Play powerLottery – the odds of winning are better than the National Lottery

*power  
Lottery*

For more information email  
**[business@electricalcharity.org](mailto:business@electricalcharity.org)**  
or visit **[www.electricalcharity.org](http://www.electricalcharity.org)**

The Electrical Industries Charity  
is the national charity for the  
electrical and energy industries

**Providing a hand-up when  
and where it is needed**

**For more information or to start your  
free partnership with us today:**



**Phone:** 020 3696 1710



**Email:** [business@electricalcharity.org](mailto:business@electricalcharity.org)



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**[www.electricalcharity.org](http://www.electricalcharity.org)**

The Electrical Industries Charity is a registered charity in  
England and Wales (1012131) and in Scotland (SCO 38811)

**Patron:** HM The Queen

**Company No:** 2726030 (Company limited by Guarantee)

Registered in England and Wales

**Registered Office:** 36 Tanner Street,

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**Telephone:** 0203 696 1710

