

Health Benefits

Participatory workplace
global health program



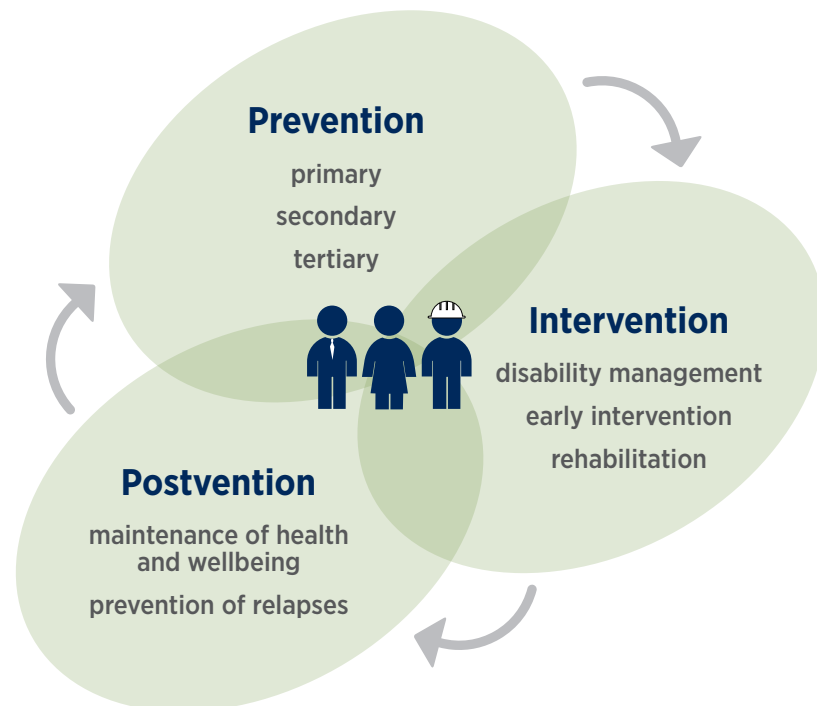
Health Benefits is a participatory workplace global health program that encourages individual empowerment through self-management with assistance and support from appropriate professionals. Health Benefits helps prevent absenteeism and disability, and aims to improve employee wellness by addressing short-term problems. It is intended to curb escalating costs and to reduce the negative impact that work stoppages have on the self-esteem of employees dealing with health problems.

Concrete benefits

- Encourages employee empowerment
- Improves the health of employees and the organization
- Reduces the number of disability cases
- Accelerates a sustainable return to health and work
- Reduces costs related to management of work stoppages and to absenteeism
- Provides a significant return on investment

Acting at all levels

Aimed at preventing and resolving disabilities and at maintaining new lifestyle habits that preserve an individual's health and wellness, Health Benefits relies on an integrated prevention, intervention and postvention approach.



Optima Global Health's expertise in debilitating physical and psychological problems and its knowledge of employer and employee concerns have allowed it to develop this 360° program that guarantees the organizations a concrete and sustainable return on investment.

Services and pricing

	Level 1 \$2. ⁶⁵ /cert./month	Level 2 \$5. ¹⁰ /cert./month	Level 3 \$6. ⁸⁵ /cert./month
8 hours of EAP intervention services over the phone, online or in person*	X	X	X
Disability support program	X	X	X
Coaching for managers	X	X	X
Return-to-work coordination		X	X
My Wellness Area Portal		X	X
Video clips		X	X
Annual health assessment booth by an on-site nurse			X
Annual conference			X
Fixed pricing for a 2-year period	X	X	X

Specifics of the intervention and support

- 24/7 hotline and secure website available to employees
 - to resolve personal, relationship, family, financial, legal, mental or physical health problems
 - to facilitate the reporting of work stoppage during disability
- Up to 8 hours of counselling over the phone, online or in person with psychosocial intervention specialists
- Nurse assistance to answer specific health questions
- Telephone support by rehabilitation specialists to equip the employee off work during the entire disability period and to facilitate his return to health
- Employee coaching, if required by his manager, to prepare his return to work
- Earlier appointment for health exam, surgery, etc.
- Discussion with a consulting physician and expertise coordination, as needed
- Free promotion of the service within the organization
- Quarterly statistical reports or as needed
- Company crisis intervention

Video clips

Video clips last an average of 3 to 5 minutes and feature a very dynamic style with professional direction and narration. They allow users to learn more about various workplace health and wellness-related topics. They help users understand and manage certain situations better, recognize precursory signs and identify possible solutions. Stress management, burnout and cyberaddiction are just a few examples of the topics covered.

Health assessment booth

Individual awareness plays a key role in workplace health and wellness. The annual health assessment booth by a nurse allows educational interventions to be held on location among all staff.

Annual conference

Based on the organization's specific needs, the annual conference delves deeper into a topic of interest to participants. Work-life balance, psychological health, physical health and intervention are themes that are touched on in most of the content.

* Annual limit of 8 hours of consultation per member (employee, manager and union representative) for a usage maximum of 8% for the whole organization. Review of pricing and service usage every 2 years.

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in a totally **new way.**

Health Benefits



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For more information about the Health Benefits program, please contact your benefits broker.