



EMPLOYEE ASSISTANCE PROGRAMME (EAP)

24/7 MENTAL WELLBEING SUPPORT PROGRAMME

Exclusive offer for Law Society Members with
Laya Healthcare



The Law Society is delighted to have negotiated an exclusive Employee Assistance Programme (EAP) offer for Members with Laya Healthcare, an independent and confidential EAP provider.



24/7 MENTAL WELLBEING SUPPORT PROGRAMME

The service offers unlimited access for your employees and their family to a Freephone EAP service 24/7, 365 days a year. Employees can also access supports via EAP portal, app, or live chat:

- 24/7 Freephone Mental wellbeing support
- Up to 6 Sessions of face to face Counselling
- Video/telephone counselling option
- Support across finance, legal, mediation, coaching, cancer and autism support and more

WHAT IS AN EAP?

An EAP provides a first-line response to providing prevention, triage and short-term problem resolution services to an organisation's team and select family members. It is also available to managers to support them through any personal issues they might have while also helping them with any unique issues they may face in their role. It can be used by an employee, a spouse/partner and any dependent over the age of 16 who is living in the same household.

WHY ENSURE AN EAP IS IN PLACE?

- Supports employee mental wellbeing
- Staff retention
- Proven to improve employee efficiencies
- Affordable for employers to implement
- Helps businesses save money
- Encourages a positive work environment

WHAT'S THE COST FOR LAW SOCIETY MEMBERS?

Firms with up to 30 employees
€400 (fixed cost per year)

Each subsequent employee
€7.50 per employee per year

WHAT IS THE EAP RATE REDUCTION FOR MEMBERS?

The regular minimum annual fee from Laya per firm would be €750 (fixed cost per year) and €14.71 per employee after this. The new offer of €400 per year and €7.50 per employee thereafter is a 47% reduction in price, with 30 employees costing just €1.11 per employee per month to the organisation.

HOW DOES PAYMENT WORK?

Laya deals directly with Members of the Law Society. The service is completely independent of the Law Society and invoicing goes direct from Laya to Law Society Members.

WHAT NEXT?

Please fill out a form on the Law Society's Professional Wellbeing Hub here to receive a bespoke proposal from Laya for your firm - www.lawsociety.ie/wellbeinghub

All of the information submitted is confidential and received directly by Laya. You can also call Laya on **01 518 0356** or email them at **sales@spectrum.life** to find out more about this offer.



FREQUENTLY ASKED QUESTIONS

1 **Is the Laya EAP number a Freephone number?**

Yes, the number is still free phone and 24/7. The number is 1800 911 909.

2 **Who will answer the EAP calls?**

All calls will be answered by the Laya EAP team and all cases will be handled by an experienced case manager (all fully trained counsellors) who will carry out an assessment with each caller to ensure that each person is receiving the specialised assistance that they need.

3 **What if the line is busy when an employee calls and they cannot speak with a counsellor?**

Laya has put in place stringent measures to make sure that the line is never busy. However, if for some reason Laya miss a call, you can leave a voicemail and Laya will call you back.

4 **Are there additional online services?**

Yes. Laya have a whole host of online services. On Laya's website, www.layaeap.ie there are extensive educational resources such as videos, blogs and eLearning on topics like mental health, self-care, fitness, nutrition and more. Laya also have live chat and video counselling available through the website and the EAP app, which also provides access to regularly updated blogs and info on the Laya EAP service, while also giving you the option to instantly call the helpline, discuss short term counselling with the Laya team or request a booking.

5 **What does Laya mean by short term counselling?**

EAP only provides short-term counselling. In short-term counselling it is understood that the EAP provides access to Laya's team of mental health professionals 24/7/365 and referral to short term counselling where appropriate. Short term counselling won't be appropriate for all service users mental health needs. For example, if someone has a long standing mental health difficulty or is experiencing an acute issue, a longer term therapeutic setting, a specific mental health professional or a specialised service may be more appropriate care pathways. Laya appreciates this can be difficult to navigate, and that uncertainty can be a barrier to seeking care. Linking people in mental health distress with appropriate supports as early as possible is associated with best clinical outcomes.

In situations where referral to short term counselling would not be appropriate, Laya works with the service user to support them engage with the appropriate pathway for them at that time.

If you have any questions on that the Laya EAP team can help you.

6 **Is this service based in Ireland?**

Yes, this service is based in Ireland. This allows EAP case managers and counsellors to have a better knowledge of the geography in Ireland, making it easier for them to match employees with counsellors by location as well as speciality.

7 Are there many counsellors in my county?

Laya have an extensive large network of qualified professional EAP counsellors & psychotherapists spread across the 32 counties of Ireland. They promise to provide any employee a counsellor within a maximum distance of 30 miles from their home or workplace and have the ability to provide face to face counselling within 5 working days throughout Ireland. Laya will always offer locations that are as convenient as possible to an employee.

8 What languages are available through the service?

Laya's network provides multi-lingual services, with counsellors who can work therapeutically in Spanish, French, German, Italian, Portuguese, Dutch, Polish, Russian, Romanian, Ukrainian, Latvian, Hindi and Punjabi. Laya are building their network all the time and hope to continue to add to this list.

9 How can I be sure my employer or anyone else won't know I called?

All services provided through the Laya EAP are done so in total confidence. The identity of individuals and personal details will always be protected by the Case Managers and Laya's nationwide team of counsellors. This information will never be shared with or reported to the employer or management team or anyone else, without the employee's clear consent.

10 Is the app available on all types of phones?

The app is available to download on iOS and Android devices. Go to the App Store or the Play Store now, to download it free today. You will need to register an account. Again, all information you provide is confidential.



We want to hear from you. If you would like to get in touch about the above the EAP or about anything else that the Law Society plans to do on wellbeing and mental health for the solicitors' profession, please contact professionalwellbeing@lawsociety.ie.

If this leaflet has brought up any personal issues or concerns for you, please visit the Professional Wellbeing hub on the Law Society website to find a list of independent services you can connect with - www.lawsociety.ie/wellbeinghub