# Plan Administrator News

## Health & Wellness in the

People rarely get through life without having to face some sort of serious personal problem. Employee Assistance Programs (EAPs) can help your employees cope with personal issues that left alone, could have a negative impact on their job performance. With the EAP, employees can seek help during the early stages of a problem which can prevent it from escalating into something more serious.

An Employee Assistance Program offers a confidential source of assistance for employees and their families to help target the mental, social, and physical issues that can often lead to employee illness and absence. A few of the areas an Employee Assistance Program could assist with include:

- **Personal problems** – anxiety, depression, bereavement, etc.
- **Crisis** – immediate support for urgent situations
- **Wellness issues** – nutrition, weight management, healthy eating habits, etc.
- **Family and social relationships** – separation/divorce, marital conflict, etc.
- **Dependency issues** – alcohol, drug, medication abuse, gambling, etc.

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If you have an Employee Assistance Program in place, make sure employees are aware of it and know how to use it.

If you don't have a wellness program in place and it interests you, contact your Canwest representative and see how reasonably priced it is to offer this benefit to your employees that also benefits you as the employer.

### Generic Prescription Drug Substitutions

Prescription drug benefits plays a significant role in the health and wellbeing of your employees. Provincial drug plans have determined generic drugs and their brand name counterparts to be interchangeable. Many insurance carriers are changing their wording to state that they will only cover the cost of the generic substitution (up to the plan's co-insurance limit) unless the prescribing physician indicated the brand name is required.

If your carrier chooses to implement this, you will receive further information from your insurance carrier.

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