We believe that a company’s biggest asset is its people. If you have a happy and healthy workforce your business will flourish. We assist your business to create a healthy work environment and provide support for employees to develop a healthy body, mind and soul.

Our philosophy is about enhancing workplace vitality. We aim to keep your employees at work, as healthy and productive as possible.

WAKE™ is a unique Employee Assistance Programme that focuses on Social issues and Disease and Disability Management.

Why should you offer WAKE™ to your employees?

First, it’s smart business. If your employees’ day-to-day problems and health conditions are not a distraction, they will be likely to be more alert, motivated and able to concentrate on their job. This means you have a more productive organisation.

Second, it costs more to hire and train a new employee than it does to help and keep a current employee.

And thirdly, employers should care about their employees. It’s that simple.

What is WAKE™ Disease & Disability Management?

Our aim is to get an affected employee back to work as soon as possible, retain the employee for as long as possible and assist in cases where a person is unable to work.

Disability A physical or mental infirmity/condition/sickness/injury that makes a person incapable of performing his or her own occupation or similar occupation.

Disease An abnormal condition of the body or mind that causes discomfort or disfunction.

The Process - a telephonic program

1. Referral of client from HR / Clinic Sister / Employee / Employer
2. Assess all available information and identify health problem
3. Develop an Intervention Plan
4. Disability Management
5. Feedback & finalization of outcomes
6. Employer Assistance with regards to Legal Requirements and Code of Good Practice

What We Offer

- Disease Management
- HIV Management
- Health EAP
- Pro-active Incapacity Management
- Disability Management
### BENEFITS TO THE EMPLOYER

- Retention of employees
- Reduce absenteeism
- Increased productivity
- Reduce costs associated with sick leave
- Reduce number of applications for disability through early intervention plan
- Provide support in terms of legal aspects relating to incapacity / disability
- Referral network

### BENEFITS TO THE EMPLOYEE

- Individual intervention programme
- Assist employee to stay financially active
- Reduce unpaid leave
- Increase productivity
- Professional advice
- Provide assistance with disability application / process
- Access to referral network
- Confidentiality
- Emotional Support
- Education and life skills development

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### What is Social WAKE™ / EAP?

Our employee assistance programme offers a counselling service for employees that may be experiencing personal or work related problems.

**Services:**

- On site service of a social worker / Counsellor of specific hours per week.
- Social worker / Counsellor available on mobile phone during working hours.
- On site visit in “crisis” situations at extra cost.

**What we offer:**

1. Needs assessment to establish client requirements
2. Counseling (personal / direct and telephonic / indirect)
3. Trauma debriefing
4. Life skills development (e.g. Stress Management, Alcohol abuse etc)
5. Formal training (e.g. Peer Educator / Counsellor etc)
6. Rehabilitation after care and follow up
7. Access to referral network
8. Measurement of action plan based on needs assessment
9. Feedback to management

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### BENEFITS TO THE EMPLOYER

- Choice of delivery (direct / indirect)
- Action plan to address / manage any identified issues
- Qualified EAP Practitioners
- Productivity and time management
- Maintain and improve employee wellness
- Proactive identification of potential issues
- Ongoing monitoring and evaluation of employee wellness
- Hands on approach

### BENEFITS TO THE EMPLOYEE

- FREE to all employees
- Confidentiality
- Easy access to qualified social workers / counsellors
- Referral network if necessary
- Ongoing support and follow up
- Coping / problem solving skills
FACE TO FACE
• Ad hoc basis as needed
• Hours on site
• Cost per head

HELPLINE
• On client’s site - Client to provide office space, computer and telephone line – Incon Health will manage it.

GROUP TRAUMA DEBRIEFING (after a traumatic incident)
• Sites within catchment area will be serviced by Incon Health staff members.
• Alternatively arrangements will be made with suitable suppliers for areas outside of Incon Health’s catchment area.

EAP Training Products

• Alcohol Awareness
  In-depth look at the dangers, signs and stages of alcohol abuse and steps how to get help.

• Communication
  Focus on the types of communication, how to communicate properly and how to overcome communication barriers in the workplace.

• Drug Awareness
  Overview on main types of drugs with specific focus on TIK. Information regarding the signs of drug abuse, effects on the body and how to get help.

• Finances
  Basic look at budgeting and the process of debt counselling.

• Depression
  Focus on what depression is, signs and symptoms of depression and how and when to get help.

• Stress Management
  Looks at symptoms and causes of stress and practical everyday life stress management skills.

• Burnout Control
  Focus on the dangerous of burnout in the work place, early warning signs and what can be done to prevent burn out and where to seek help.

• HIV and AIDS Awareness
  An in depth look at the disease, the symptoms and how the illness can be contracted. A look at prevention, how and where to get tested and an explanation of treatment if needed will be covered.

For further information please contact:
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www.inconhealth.co.za

Confidentiality is an ethical obligation and no personal information will be revealed unless consent is given.