



RN Preschool Learning Organisation (west)
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Employment Assistance scheme

The organisation RNPSLO recognises that our long standing staff teams are our greatest asset and are looking to ensure that as employers staff are looked after in a number of ways. These being paid a fair wage for the work that they undertake in line with the level of responsibility that they have, good environments in which to work, well resourced settings and continual professional development.

We are empathetic to family life whether staff members are civilian or service families and try our best to meet staff needs when events happen at home.

Our staff have a strong commitment and passion for their jobs but at times external pressures out of work, constant legislative changes and sustained financial pressures can have a negative impact on staff's mental health and well-being.

RNPSLO has recognised that we have a duty of care to our staff and whilst there are opportunities for staff to speak with setting managers, area manager or Trustees through formal supervision or informal chats there may occasions when this would be difficult.

RNPSLO are introducing an Employee Assistance Scheme (EAP) which staff will have 24/7 access to, this includes:-

- Up to 6 sessions of phone counseling – per employee and/or family member, per annum (providing they live at the same address)
- Legal, debt and life management advice calls – up to 3 advice sessions per employee and/or family member, p.a. (providing they live at the same address)
- 24/7 Helpline Access – via our free-phone number **0800 328 1437** to Wellbeing Solutions Management (WSM's) UK based Counseling Helpline Centre, ☐
- Life Management Advice – Comprehensive “citizen's advice bureau style” advice, information and sign posting.
Family members included – immediate family members living in same household as your employee,
- A website for Employees – includes a comprehensive website and full online access to all services