



ICAS Sanactive

Employee consulting for the Swiss healthcare system

Promote and maintain the efficiency of your personnel

Almost **400,000 people** work in the healthcare sector throughout Switzerland, which represents about **8% of the working population**. Healthcare workers are the main pillars of the Swiss healthcare system, which is among the best in the world in terms of access and quality.

Working in the **healthcare sector is very taxing and physically and psychologically stressful**. The high workload with shift work and overtime, the great responsibility, the increasing bureaucracy, and the constant pressure of efficiency and competition mean that less and less time is left for the actual care of patients. Consequently, **almost half of the healthcare workforce is now leaving the profession**.

Employees in healthcare professions are particularly often affected by psychological stress, which leads to symptoms such as sleep disorders, chronic fatigue, anxiety disorders, or burnout. They also exhibit increased rates of substance abuse.

With that in mind, it hardly comes as a surprise that the healthcare professions are purported to have **above-average fluctuation and absence rates** due to illness.

The Employee assistance program **ICAS Sanactive** is the **most effective and comprehensive solution** to reduce stress-related health risks and loss of performance or to quickly restore performance and health.

It offers immediate, free, independent, and **easily accessible professional support** that enables employees to reduce stress **independently and early on** and to strengthen their own resilience – anonymously and without fear. That is the positive empowerment effect of ICAS Sanactive.



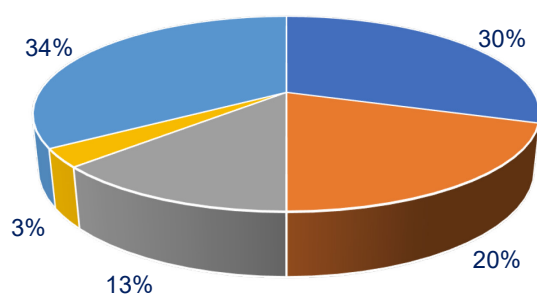
Sources:

- Swiss health survey 2012
- Swiss German hospital survey 2015/16

ICAS Sanactive: Your added value at a glance

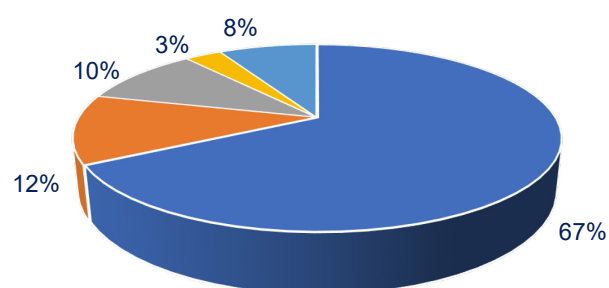
- ✓ **Protecting nursing professions**
The Swiss healthcare system is increasingly dependent on healthcare personnel remaining in their traditional nursing profession while remaining healthy and efficient. We support your team in this effort.
- ✓ **Stopping performance losses early on**
As mental health professionals, we focus on early prevention and encourage each individual to take personal responsibility. Early support reduces absenteeism and the likelihood of errors at the workplace as well as the associated additional workload for colleagues.
- ✓ **Anonymous and low-threshold, 24/7**
A low-threshold and anonymous access to the Sanactive support program around the clock by telephone, live chat, and app enables your employees to get help early and independently, because they usually perceive the stress first.
- ✓ **Quality is important to us**
Our consultants exclusively consist of certified psychologists and psychotherapists. They are available to your employees and all persons in the same household around the clock, 365 days a year.
- ✓ **Personal account manager**
An experienced account manager is at your disposal for all administrative matters and questions. Together with you he will plan and organize the entire Sanactive introduction in your company. He will regularly prepare a detailed and meaningful report for you and discuss it with you on site. He will also support you in planning workshops and lectures.
- ✓ **Data protection guaranteed**
We meet all requirements of the EU GDPR, and our consultants are all subject to professional secrecy. We have quality management system certifications according to ISO 9001 and the internationally recognized data protection label Good Priv@cy® according to GDPR. This allows us to guarantee the legal compliance of Sanactive.
- ✓ **HR support**
Sanactive relieves and supports superiors and HR managers.
- ✓ **Proven effectiveness**
Our before/after surveys show that the performance of the employees sustainably improved with the Sanactive support program.

Performance evaluation **BEFORE** personal counseling sessions



■ Able to work ■ Slightly impaired ■ Moderately impaired

Performance evaluation **AFTER** completion of personal counseling sessions



Severe impaired ■ Sick leave ■

ICAS Sanactive Services



Telephone counseling

Counseling and support by phone for emotional or psychological issues. You can reach us via our toll-free number 24/7, 365 days a year.



Counseling via Live Chat

Through our protected chat rooms, access to the consultation is made easy via live chat and can also be done anonymously.



Personal counseling sessions

If useful and desired, we will organize a personal interview with a psychotherapist near the work place within 2 - 3 working days (short-term therapy/clarification up to max. 8 sessions).



Management and HR consultancy

Consultation and support for leadership, management and personnel issues, e.g. difficulties linked to leadership tasks and healthcare-oriented leadership, questions regarding employee management or conflict resolution.



Emergencies and crisis interventions

We support your organization in difficult times (work accident, sudden death or serious illness, pandemic, sexual harassment, job loss, etc.) through specific, fast, and appropriate measures.



Coaching sessions and seminars

Strengthen the personal responsibility and mental health of your employees with our courses on selected topics.

Consulting for you and your employees in all situations



Stress and burnout



Relationship problems, separation/divorce



Addiction problems (medication, alcohol, drugs, etc.)



Grief



Depression and anxiety



Conflicts, bullying, sexual harassment



Family issues, education, care of relatives

Contact

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