Psychological and Counselling Services Cost Trend

	UBC		
	2010	2011	2012
Psychological and Counselling Services Cost Trend	12.67%	17.75%	4.20%

Description

Benefits and services support the employee, spouse, and dependent children. It takes a holistic view of the support provided for counselling on a short and longer term basis.

- Based on Calendar Year (January to December)
- Represents the percent change in costs from previous years for utilizing psychological and counselling services available through extended health and through EFAP.

Person with lead responsibility for this metric: Manager, Benefits
Data collection will be from: Sun Life, Homewood Human Solutions and FMIS
Date: Calendar Year

Explanation of Results

Changes continue to be indicative of employee understanding what is available to them and their dependents, knowledge of how to access the services, increased service offerings, and effectiveness of marketing/promotions of service/benefit offerings. The percentage increase in 2012 over 2011 is smaller than previous increases, indicating that usage may be leveling off.

Recommended Action

Continue to promote the EFAP program and both its counselling and preventative service offerings, including promoting other supportive programs, services and resources available to employees and their dependents that may be experiencing mental health challenges or caring for those who may be experiencing mental health challenges.