

Registered Social Workers

ADDING
FURTHER VALUE
TO EMPLOYEE
BENEFIT PLANS



Registered Social Workers provide skilled professional counselling for personal, family, and work-related problems.

Providing social work services under extended health plans increases the chance of meeting the needs of your employees and their families.

Accessibility

Timely access can make a difference. As one of the largest providers of mental health services in Canada, adding Registered Social Workers to your benefit plan ensures that employees and family members receive professional services where they live and when they need them.

Registered Social Workers provide professional mental health services across Canada, providing access to services in remote communities where other Mental Health Professionals may not be available.

Affordable and Cost-Effective

Registered Social Workers are qualified to address issues for which employees seek help through their extended health plan. Because the fees are reasonable, an employee's allotment for mental health and family counselling services offered through their benefits plan will provide greater value and reach.

GST/HST Exempt

Revenue Canada recognizes Social Work as a health profession and exempts Registered Social Workers from charging GST/HST for their clinical counselling services. Counselling services provided by Registered Social Workers can be claimed as a federal medical expense tax deduction.



MENTAL HEALTH IN THE WORKPLACE

Workplace Facts

80 percent of Canadian employers rate mental health issues and illnesses as one of the top three contributors of short and long-term disability claims.

Accounting for approximately 30 percent of all disability claims within the workplace, mental health issues totaled more than \$6 billion in lost productivity costs due to absenteeism and presenteeism.

Early recognition and intervention are imperative to effectively cope with mental health issues; however, barriers continue to exist when seeking assistance.

Workplace Barriers

Although the awareness and education of mental health issues continues to increase, many organizations have been slow to adopt and invest in employee mental health services. Slow adoption can be attributed to the following:

- Mistaken beliefs about the cost-effectiveness of treatment
- Lack of information about the direct and indirect costs of mental illness in the workplace
- General apprehension about all things related to mental illness

Most group health insurers will reimburse the services of Registered Social Workers. To take advantage of this, contact your insurance provider today and request that they add Registered Social Workers to your benefits plan.

EMPLOYERS AND HUMAN RESOURCE MANAGERS

By including the services of Registered Social Workers within extended workplace health plans, the opportunity exists for:

- Increased employee options for timely access to affordable services when dealing with personal problems
- Effective and durable solutions to retain and sustain healthy and productive employees, as well as improve morale, safety, attendance, and workplace relationships

Registered Social Workers are authorized as “medical practitioners” under the federal Income Tax Act for the purpose of claiming medical expenses on income tax returns. The provinces and territories also offer credits.

UPGRADING YOUR CURRENT PLAN

Most organizations do not realize that the coverage offered is usually not sufficient to address the variety, complexity, and severity of issues that can affect job performance.

Many employees need help beyond what an Employee Assistance Program may offer, and they, or their EAP provider, will look to their extended health plan. Coverage including Registered Social Workers in clinical practice provides employees and their families with services that are:

Professional, Qualified, and Competent

Registered Social Workers are among the largest providers of mental health services in North America. With university degrees primarily at the Master's or Doctorate level, they are skilled clinicians who provide counselling and therapy in the areas of:

- Stress, depression, anxiety
- Life transitions, grief and loss
- Trauma and abuse
- Family, marital, and relationship issues, including parenting and elder care
- Addictions
- Anger management and conflict resolution
- Wellness and health promotion

Regulated and Accountable

Social Work is a regulated profession, legislated under acts in each province and some territories. Registered Social Workers are governed in each province and territory by their respective regulatory body. Registered Social Workers adhere to a Code of Ethics and Standards of Practice.



Founded in 1926 to monitor employment conditions and to establish standards of practice within the profession, the Canadian Association of Social Workers (CASW) has evolved into a national voice.

The CASW Board of Directors determines and oversees general and financial policies. With each provincial and territorial partner organization appointing one member to the Board, a unified voice for the Canadian social work profession is assured.

The Board of Directors works from a national and, indeed, international perspective to benefit the social work profession.

FOR MORE INFORMATION, CONTACT US AT:

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