



For all challenges in life Counseling Support

It is important to get help in time, before problems grow too big. Counseling Support gives employees free advice from a psychologist, economist, lawyer, ergonomist, health coach or HR consultant. This applies regardless of whether it is regarding private or work-related matters. The service is included in Health Insurance PlanSjuk, Premium waiver insurance and private medical insurance PrivatAccess gold.

For all of life's challenges

Counseling Support provides employees and managers with advice from a psychologist, economist, lawyer, ergonomist, health coach and HR consultant to deal with problems early - before they affect well-being and work ability. This applies regardless of whether the problems are private or work-related. For example, it can be about stress, relationship problems, psychological problems such as anxiety and depression, legal issues, questions about the ergonomics of your home workplace, financial or lifestyle-related issues, alcohol, drug or gambling addiction or conflicts at work.

Support for staff in their professional roles

Managers and HR staff also have the option of receiving support in their professional capacity. This can include advice on difficult conversations, conflicts, employees

who are ill or are at risk of becoming ill, and labor laws or work environment legislation and regulations.

About the service

Counseling Support is available weekdays, excluding weekends, from 9 am to 4 pm. Counseling Support takes place via phone or video call. When an employee has used Counseling Support, full confidentiality prevails vis-à-vis the employer.

The service cannot be taken out independently, but is included in Health Insurance PlanSjuk, Rehabilitation Insurance ComeBack with Counseling Support, Premium Waiver Insurance or Health Insurance PrivatAccess gold. Deviations at contract level may occur.

You can get help with this

- ✓ Relationship problems, divorce, sex life and cohabitation, bringing up children and child development, communication problems and conflicts.
- ✓ Stress, conflicts, crises and life crises.
- ✓ Cooperation problems, "the boss", feelings of exclusion, bullying, conflicts and relationship problems.
- ✓ Ergonomics in the home workplace.
- ✓ Diet, sleep and exercise.
- ✓ Personal finances, inheritance, civil law and taxation, as well as help with what to think about, what you can do or where you can turn.
- ✓ Risk use, harmful use or addiction.
- ✓ Life outlook and "age crises".
- ✓ Leadership and psychosocial issues affecting employees, for example difficult conversations and conflicts.
- ✓ When employees are at risk of becoming chronically ill, already have a chronic illness, illness or are often ill.
- ✓ Competence supply, labor law, the Work Environment Act and strategic health and work environment work at an overall level.

Good for the company

- Tackles an employee's personal problems that could also affect work performance
- Helps employees to manage stress, both with regard to personal and work-related issues
- Averts the need for sick leave
- Contributes to a healthier workforce, lower costs and a reduced risk of a drop in productivity
- Contributes to the employer being able to assume its employer responsibility for employees' physical and mental health as well as for the ergonomics at home.
- Provides managers with a sounding board in relation to strategic and overriding issues in the sphere of leadership, working environment or legislation, for example.



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