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EAP

EMPLOYEE ASSISTANCE PROGRAM

2025

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GSS Group Acknowledge the Traditional Custodians of the land upon which we operate and recognise Aboriginal and Torres Strait Islander Peoples connection to Lands, Waters, and Communities.
We pay our respects to Elders past, present and emerging.





OUR COMMITMENT **TO YOUR WELLBEING**

At GSS Group, we care about your well-being, both at work and in your personal life. That's why we offer an Employee Assistance Program.

A confidential and free service designed to support you in managing challenges that may affect your work performance, health or overall well-being.

What an EAP offers

- Confidential Counselling
- Financial and Legal Advice
- Workplace Support
- Health and Well-being Resources

How it Works

- This service is completely confidential. GSS Group, will not be notified if you seek assistance.
- It is free of charge for employees and in some cases immediate family members.
- You can access support through phone consultations, face-to-face sessions, or online resources.

How We Support You

1. Health and well-being Support

Employee Assistance Program (EAP): Free, confidential support for personal and work-related challenges.

Health and Safety Initiatives: We ensure a safe work environment through strict safety protocols, regular training and wellness programs.

Flexible Work Arrangements: We understand the importance of work-life balance and offer flexibility where possible to support your personal and family needs.

2. Career Growth and Development

Ongoing Training and Upskilling: We invest in your professional growth through workshops, certifications and leadership programs.

Internal Career Progression: We encourage career advancement by providing opportunities for internal promotions and skill development.

3. Recognition and Engagement

Employee Reward and Recognition Program: We celebrate your contributions through awards, incentives and appreciation initiatives.

4. Financial and Person Support

Fair and Competitive Compensation: We ensure that our salaries and benefits remain competitive in the industry.

Financial and Legal Assistance: Access to expert advice on financial planning, debt management and legal matters through our EAP.



OUR PROMISE *To You*

We are more than just a workplace, we are a community. We are committed to fostering an environment where you feel supported, motivated and respected. Whether it's through career development, health and well-being programs or simply ensuring your voice is heard, we are here for you.

How to access the EAP

Speak to your GSS Group Human Resources Department or your divisions Operations Management Team for more information.

Peopleandculture@gssgroup.au
info@gssgroup.au

Remember, seeking help is a sign of strength. Whether you're dealing with personal struggles, workplace concerns or just need someone to talk to, the EAP is here to support you.

Speak to your Doctor

Go to www.healthdirect.gov.au to find local health services.

"Seeking help is a powerful first step. If you're facing challenges related to mental health or your well-being, speaking to your doctor can be a crucial part of getting the support you need"



MENTAL HEALTH **Services**

Lifeline

- Provides 24-hour crisis counselling, support groups and suicide prevention services.
- Call 13 11 14
- Text 0477 13 11 14

Suicide Call Back Service

- Providing 24/7 support if you or someone you know is feeling suicidal.
- Call 1300 659 467

Beyond Blue

- Aims to increase awareness of depression and anxiety and reduce stigma.
- Available 24 hours/7 days a week
- Call 1300 22 46 36

*"At GSS Group, we believe your mental health is just as important as your physical health.
You are not alone and support is always within reach."*



ABORIGINAL, TORRES STRAIT ISLANDER **Services**

13Yarn

- Provides 24/7 free and confidential crisis support
- Call 13 92 76

Thirrili

- Provides support to Aboriginal and Torres Strait Islander Peoples in the aftermath of suicide or other fatal critical incidents
- Available 24 hours/7days a week
- Call 1800 805 801

"Connecting Aboriginal and Torres Strait Islander Peoples with trusted support services that respect culture, strengthen community and provide genuine care."



VETERANS AND THEIR LOVED ONES

Services

Open Arms

- Provides 24/7 free and confidential counselling to anyone who has served at least one day in the ADF, their partners and families.
- Call 1800 011 046

"Guiding veteran's and their loved ones to trusted support services that honour their sacrifice, providing understanding and strengthening their future."



PREGNANT PEOPLE & NEW PARENTS **Services**

PANDA (Perinatal Anxiety & Depression Australia)

·Supports families across Australia affected by anxiety and depression during pregnancy and in the first year of parenthood

·Call 1300 726 306

Gidget Foundation

·Provides mental health support for expectant new parents

·Call 1300 851 758

"Connecting pregnant people and New Parents with trusted support services that provide compassionate care for perinatal anxiety and depression, as well as health and well-being support. Because every parent deserves to feel supported, understood and empowered on their journey."



AGED UNDER 25 YEARS **Services**

Kids Helpline

www.kidshelpline.com.au

·Call 1800 55 1800

Speak to your Doctor

Go to www.healthdirect.gov.au to find local health services.

"For those under 25 seeking support, you are valued, you are respected and you are the future. We connect you with services that listen, guide and empower you to navigate life's challenges with confidence."



FINANCIAL **Services**

If you need help with financial stress

National Debt Helpline

·Provides information about the key rights you have in some common debt situations. This includes fines, personal credit cards and loans, debt collection, bills and payday loans.

·Call 1800 007 007

"Connecting people experiencing financial stress with trusted helplines that offer guidance, support and practical solutions - Because no one should have to face financial challenges alone."



CONNECT ANONYMOUSLY

Support is Available

If you want to chat anonymously and get support

Reach Out

·A safe place to chat online anonymously, get support and feel better.

·<https://au.reachout.com>

If you need support, have ideas to share or simply want to connect, our doors are always open. Let's continue building a workplace where everyone thrives.

peopleandculture@gssgroup.au

"Our EAP is more than a service, it's a commitment to the wellbeing of every individual, because we believe everyone deserves access to support during life's challenges."



OUR
Contacts

 **1800-657-765**

 **info@gssgroup.au**

 **WWW.GSSGROUP.AU**

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Docklands, Melbourne
VIC 3008**