



MATERNITY EMPLOYEE ASSISTANCE PROGRAM (M-EAP)

Think of us as a concierge maternity EAP for your employees by a trusted healthcare team



There is a plethora of evidence that shows that healthy employees are more productive employees. There are pivotal moments in life that can impact employee health and productivity, one of which is having a baby.

We recognize that having a baby is a significant transition for most employees and is quite stressful. Further, pregnancy and postpartum are times when health vulnerabilities come to light. To support workplace productivity after delivery, we created a maternity focused employee assistance program (EAP).

So what do we do?

We provide high quality, comprehensive workforce support during the perinatal period.

How do we execute our program?

1. We continuously collect a detailed medical and obstetric history from the first trimester through 1 year postpartum.
2. We offer access to pregnancy & postpartum education with access to an RN educator.
3. During the postpartum home visits, we educate on danger signs after delivery for the mother-baby couplet and provide access to this information in various forms (paper, email, video).
4. We perform a physical examination of the covered member and neonate during the home visit.
5. During the telehealth visit we check in with the covered member and check up on the baby.
6. We fax visit findings to medical providers (ob/gyns, pediatricians, PCPs) for care transparency.
7. If there are abnormal findings we contact the medical provider and advise the covered member on next steps.

This includes:

1. Three home visits during the first 6 weeks after delivery in South Florida.
2. Weekly telehealth visits for the first 6 weeks postpartum.
3. Biweekly telehealth visits from 6 week postpartum to 3 months postpartum.
4. After 3 months postpartum we offer monthly telehealth support for up to 1 year after delivery, that includes care coordination, and health promotion.
5. We provide holistic care and arrange to meet medical postpartum needs that are in deficit.
6. Employees have access to maternity specific, evidenced based content available in podcasts, blogs, and curated courses.
7. If there are problems with mood (depression, rage, anxiety) after delivery we arrange for psychological testing, talk therapy, support groups, and medication management as needed.
8. If high blood pressure or elevated blood sugar persists after delivery, we arrange for consultations with the appropriate healthcare provider (primary care, endocrinology, cardiology etc.).
9. If there are problems with breastfeeding, we arrange for a lactation consultant.

How do we partner with Human Resources?

1. Monthly blog emailed to employee list serve with information on how to contact EAP and request contact to establish care.
2. Employees will be encouraged to contact voluntarily at 28 weeks or greater gestation.
3. Also, mailer sent to employees with access granted card, and a fridge magnet.
4. Managers can also refer employees when they become aware that service is needed.