



## PFA offers help to both manager and employee on employment termination

**When an employee's employment is terminated, both the employee and the manager may need support and someone to talk to.**

**PFA offers the following options:**

### **Advisory services for managers and HR - (+45) 70 12 50 00**

Our Advisory services for managers and HR hotline offer support and feedback to managers concerning both general issues and specific cases. This includes advice on how to best handle the difficult conversation with the employee on the termination process from start to finish.

### **PFA Healthcare Hotline - (+45) 70 26 99 70**

Losing a job can be very emotional for the employee in question. In that situation, the employees may benefit from PFA Healthcare Hotline, which is a direct line offering advice, guidance and support when facing life challenges such as losing one's job. PFA Healthcare Hotline offers preventive and motivational advisory services that, for example, can help the employee to move on with his or her career.

### **PFA Health Insurance (+45) 70 12 50 00**

PFA Health Insurance does not cover emergency counselling if an employee's employment is terminated. In this context, emergency counselling refers to a mental health crisis caused by a sudden, intense, and severe event such as being robbed, assaulted, being involved in an accident causing serious physical injuries or having been at risk of serious physical injury.

Feeling shocked when losing one's job does not in itself entitle the employee to psychological help. This is a natural kind of shock, which often recedes quickly after it has been talked through with family, friends, colleagues, etc.

In cases where the termination of employment has a long-term impact and where the employee needs psychological counselling, PFA Health Insurance will provide cover. The employee's doctor must have recommended psychological treatment or supplied a medical referral based on the employee's symptoms or medical history.

### **Access to extra emergency service**

As a company, you can buy extra emergency service to ensure that your employees can get help when needed, for instance, in connection with large-scale job cuts. This is not part of the general service and will involve an extra charge. PFA has a network of quality-assured psychologists standing by, who will ensure that your employees receive the support they need over the phone on the day their employment is terminated and during the following days. Should you prefer on-site support, it is also possible to have an occupational psychologist present on the day of the termination of employment.

Please contact your Key Account Manager at PFA for help.

**PFA**

More for you