



Employee Assistance Program

Did you know that by supporting your staff through stressful and changing times you can reduce:

- sick leave by 33%
- work related accidents by 65%
- workers' compensation claims by 30%
- lost time by 40%
- grievances by 50%
- time spent on supervisor reprimands by 74%.

Each dollar invested in an Employment Assistance Program saves you the employer \$5-16

What is an Employment Assistance Program (EAP)?

An EAP is a program of staff support that usually includes free confidential, professional, short-term counselling (4-6 sessions) for employees (and their families if you wish).

It may also include:

- * Critical Incident Stress Management and debriefing
- * conflict resolution and mediation
- * bullying: employee awareness and response
- * bullying: managers and supervisors
- * fitness for work assessments
- * enabling staff to cope with change
- * staff selection processes (see Emotional Intelligence)
- * career transitions
- * team building

Who pays? The EAP is free to all employees. The employer pays McCarthy Psychology Services an agreed fee to provide this service to employees.

Counselling

All counselling is confidential. The employer does not know an individual staff member has accessed the services of the EAP.

Professional

We have over 25 registered psychologists throughout metropolitan and regional Victoria.

Independent

McCarthy Psychology Services is independent of the employee's organisation.

Location

All counsellors are easily accessible in metropolitan, regional and rural locations. A 1300 telephone number is provided for staff to contact McCarthy Psychology Services free of charge.

Debriefing

Debriefing is a valuable help for staff who have been stressed by incidents at work. In aged care such incidents may involve assault, interactions with colleagues, or death of those we care for. This can be conducted individually or in groups of staff as required.

McCarthy Psychology Services has highly qualified specialists in Critical Incident Stress Management who can step in to assist management following difficult situations.

Can you afford not to support your staff?

Contact McCarthy Psychology Services on 1300 659 681 or email anne@mccarthypsychology.com.au for a quotation and further details.