

# "The role of Employee Assistance (EAP) in the field of substance misuse/abuse"

EAEF – Employee Assistance European Forum

EWDTTS annual conference Lisbon 2015



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# Short bio

- Clinical Psychologist, counselor and consultant, based in the Lisbon area
- Founder and owner of Clínica CAPA-one of the first out-patient treatment centers in Portugal, located in the outskirts of Lisbon
- Lecturer and researcher at Universidade Autónoma de Lisboa
- Active participant of the first public treatment policies in Portugal, which date back to the 1990ties
- Founding member of the EAEF-Employee Assistance European Forum



# EAEF – the story so far...

- **Founded in September 2002**
- **Voice for EA professionals in Europe**
- **European Forum – a place for discussion**



# EAEF – what we do

- Define competencies & boundaries of EA in Europe
- Develop standards of practice, codes of ethics, etc.
- Influence public policy in relation to EA work
- Provide networking opportunities for EA professionals
- Identify & implement research programmes
- Build partnerships
- Promote & publicise models of delivery
- Enable sharing of EA expertise across cultures
- Provide task force / think tank opportunities
- Offer a forum for innovative practice
- Annual conference in member countries



# Research projects

- **Robert Gordon University, 2007**
  - T. Buon & J. Taylor
  - A review of the EAP Market in UK & Europe
  
- **Eureka Research Project, 2014 – University of Leuven & Autónoma University, Lisbon**
  - Investigation of current & future needs of EA field in Continental Europe.
  - Financed by Employee Assistance Research Foundation (EARF) in US
  - Survey in 3 northern & 3 southern countries in Continental Europe of EA practices including health promotion etc.
  - Results published in the Journal of Workplace Behavioural Health (JWBH), 2015



# Conferences – join EAEF & travel!

- Wuppertal, Copenhagen, Helsinki, Istanbul, Lisbon, Brussels, Amsterdam, London, Athens, Vienna, Madrid (June 2015)
- High profile speakers
- Lively debate



# Membership of EAEF

- **Network of EA professionals**
- **Membership of LinkedIn discussion groups etc**
- **Access to resources**
- **Reduced Conference fee**
- **Join task forces**
- **Sponsorship opportunities**



# Membership of EAEF – across Europe



## Europe

Austria  
Belgium  
France  
Germany  
Greece  
Ireland  
Italy  
Luxembourg  
Netherlands  
Norway  
Portugal  
Slovenia  
Spain  
Sweden  
Switzerland  
Turkey  
United Kingdom

## World

Israel  
South Africa  
Canada  
USA  
Australia  
Japan  
China  
Taiwan  
Hong Kong





# Partners and colleagues

- **OSHA** – European Agency for Safety & Health at Work (Official Healthy Workplace Campaign Partners for several years)
- **EAPA** – USA and UK
- **ENWHP** – European Network for Workplace Health Promotion
- **APEAR** – Asia Pacific Employee Assistance Roundtable
- **EWDTTS** ?



HEALTHY WORKPLACES  
GOOD FOR YOU. GOOD FOR BUSINESS.



# Future developments

- Research
- Accreditation
- Innovation
- Webinars, training



# What is Employee Assistance?

**Employee Assistance is a work placed Programmes designed to improve organisational performance through the provision of structured management and employee support services. These services might include a combination of performance management or organisational consultancy services for managers, as well as support services for employees.**

Such services for employees can include a range of **work or personal issues** including:

- ✓ **Absenteeism**
- ✓ **Substance Abuse-Misuse**
- ✓ **Anger**
- ✓ **Childcare or eldercare**
- ✓ **Conflict**
- ✓ **Depression and anxiety**
- ✓ **Disability**
- ✓ **Harassment and bullying**
- ✓ **Legal or financial advice**
- ✓ **Low confidence and self-esteem**
- ✓ **Marital and family issues**
- ✓ **Stress**
- ✓ **Substance abuse**
- ✓ **Wellness advice**
- ✓ **Work-life balance**

**Confidentiality is key to the success and credibility of employee assistance** work and members of the EAEF are required to comply with the EAEF's Code of Ethics, as well as applicable local and European Union law.



# Metrics on Results of EAP Interventions

- There is multiple evidence on the results of the efficiency of EAP Interventions in the Workplace:
- Gornick, M & Blair, B.(2005). Employee Assistance, Work-Life Effectiveness, and Health and Productivity: a conceptual framework. Journal of Workplace Behavioural Health;Vol.20,n1/2,p.1-29
- Csiernik, R (2011):The Glass is filling: an examination of Employee Assistance Program evaluations in the first decade of the New Millennium, JWBH, 26:4, 334-355
- Hodgkin, D. et al (2010): The effect of employee assistance plan benefits on the use of outpatient behavioural Health care. Journal of Mental Health Policy and Economics 13, 167-174
- And many, many more scientific evidence



# Thank you for your attention

- [manuel.sommer@eaef.org](mailto:manuel.sommer@eaef.org)
- [www.eaef.org](http://www.eaef.org)
- **please join us to the EAEF 2015 Conference – Madrid, Spain  
18th and 19th June 2015 Duty of Care in the Workplace: The  
role of Employee Assistance Programmes”**

