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

EAEF – Employee Assistance European Forum
EWDTES annual conference Lisbon 2015

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Founding member EAEF
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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 outpatient 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!


- 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

- **EWDTS** ?
Future developments

- Research
- Accreditation
- Innovation
- Webinars, training
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
- Martial 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.
There is multiple evidence on the results of the efficiency of EAP Interventions in the Workplace:


- 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


- And many, many more scientific evidence
Thank you for your attention

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- 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”