

## Appendix 4

### The Employee Assistance Programme (EAP)

The EAP was introduced in February 2014. Their work is strictly confidential but they provide quarterly reports and the key points in their first annual report on include;

Around 7% of staff have accessed the service, which is available on a 24/7/ basis.

#### Presenting problems showing issue and number of cases

Depression	77
Work related	64
Anxiety	48
Life event	22
Family	20
Psychological	18

Of the staff who were off sick when they accessed the service, 45 planned to return to work, at the point they made contact. By the end of the session(s) with the service, 57 planned to return.

The predominant presenting employment issues were;

Issue	Number of cases
Work stress	82
Work demands	18
Change in work	9
Line manager	9
Bullying	8

Anecdotal reports have been very positive and the main feedback is that it is helpful that the service is available immediately. However there is some evidence that not all staff are aware that the service is available so it will be promoted again over the current year.