



## Employee Assistance Program

Barrington Counselling's team of Psychologists provide a confidential and professional counselling service for staff in a wide range of industries Australia-wide. It's estimated that between 15% and 30% of employees will experience mental health problems (Mental Health Commission, 2010), and a workplace that promotes good mental health achieves greater morale and productivity.

Working closely with your HR personnel, the Barrington EAP model contributes to the long term sustainability of your business, and undertakes active responsibility in the creation of a work environment that motivates, attracts and retains quality employees.

What Barrington provides:

- 1 Telephone counselling**  
Immediate, 24 hour assistance for work-related and personal issues for all staff.
- 2 Face-to-face counselling**  
Appointments for individual counselling can be arranged by either referral from management, or independently by staff for complete confidentiality.
- 3 Manager Assist Services**  
Barrington Psychologists are available to assist Managers and Supervisors on an array of staff issues.
- 4 Critical Incident and Emergency response**  
Barrington Psychologists are trained in professional critical incident management for individuals or groups who have been involved in incidents such as assaults, accidents or fatalities.
- 5 Trauma debriefing**  
Our Psychologists are trained in recognizing Post-Traumatic Stress Disorder, and can be instrumental in it's prevention.

### THE BENEFITS

By providing a high level of professional support to staff members, organisations experience:

- 1 A decrease in workers compensation claims
  - 2 A decrease in absenteeism
  - 3 An improvement of employee morale
  - 4 An increase in employee productivity
  - 5 An increase in supervisory effectiveness
  - 6 The retention of valued employees.
- According to two separate surveys, client satisfaction from EAP counselling is approximately 95% (Phillips, 2004; Attridge, 2003)
  - In a 2002 survey, the impact of the use by employees of an EAP demonstrated an 86% improvement in regard to emotional wellbeing, a 50% improvement in work morale & motivation, and a 45% improvement in work-life management
  - The same survey also found a 36% decrease in employee absenteeism following the commencement of EAP counselling, and a 27% improvement in regard to physical health, work relationships and work productivity (Attridge & Amaral, 2002).

### OUR TEAM AT BARRINGTON

Barrington Counselling conducts successful Employee Assistance Programs across many industries including FMCG, manufacturing, legal, construction, transport, the arts, major financial and educational institutions, DHS, DOI, Department of Treasury & Finance, Department of Education, and the Department of Premier & Cabinet. Our services range from Corporate Head Offices, state-wide services and national programs.