



**AB43 EMPLOYEE AND FAMILIES ASSISTANCE AB43
PROGRAM**

Effective Date: 24 July 1997
Revised Date: 09 December 2015
Last Reviewed Date: 05 October 2016

POLICY

1. The Delta Police Department (“Department”) will establish and describe, in writing, an employee and families assistance program that will include a post critical incident stress counseling program.

REASON FOR POLICY

2. To provide an employee and families assistance program to eligible personnel.
3. To ensure that all employees are aware of the program and how to obtain these services.

RELATED POLICY

AB53 – Critical Incident Stress Management Team

PROCEDURES

4. An Employee and Families Assistance Program (“EFAP”) is an employee benefit program supported by the DPA, CUPE and the Delta Police Board. The aim of the plan is to confidentially assist employees and their eligible family members in resolving personal problems that can affect their well-being and their ability to perform their jobs.
5. The EFAP is established according to the following principles:
 - a) programs have been developed to address family and marital, legal, financial, stress and general emotional health problems, as well as alcohol and drug problems;



- b) the EFAP is not part of a progressive discipline process, nor part of performance appraisal; and
- c) confidentiality is assured by the consultants used.

Delta Police Association

- 6. Members wishing to avail themselves of the services provided should contact any one of the registered psychologists approved by the health benefit underwriter. Members can obtain the information from Human Resources.
- 7. Members do not require pre-approval from the Department and are not required to disclose the use of the EFAP unless they voluntarily choose to do so.
- 8. For Critical Incident Stress counseling, refer to Policy **AB53 Critical Incident Stress Management Team**.
- 9. Where the condition is as a result of a work place event or injury, Critical Incident and ongoing support is available through Work Safe B.C. Information can be obtained from the Staff Sergeant or Inspector of Human Resources and Administration.

CUPE

- 10. The EFAP for CUPE employees is a confidential free program available through a private counseling firm. Information concerning the EFAP may be obtained from Human Resources.