



EM61

**EMPLOYEE & FAMILY
ASSISTANCE PROGRAM**

EM61

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Contents

POLICY 1

REASON FOR POLICY 1

RELATED POLICIES..... 1

PROCEDURES 2

 General2

 Delta Police Association.....2

 CUPE2

POLICY

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

REASON FOR POLICY

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

RELATED POLICIES

- EC21 – Fitness for Duty (Drug & Alcohol Use)
- EM60 – Accommodation
- EM62 – Critical Incident Stress Management Team



PROCEDURES

General

4. An Employee and Family Assistance Program (EFAP) is an employee benefit program supported by the DPA, CUPE and the Delta Police Board, aimed 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 concerns;
 - 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 may contact any of the psychological service providers approved by the health benefit underwriter, and may 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. Where the condition is as a result of a workplace event or injury, Critical Incident and ongoing support is available through Work Safe B.C. Information can be obtained from the Sergeant or Inspector i/c Human Resources.

CUPE

9. 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.



Delta Police Department Policy

*Revised Dates:
14 June 2012
11 December 2015