



CORK COUNSELLING CLINIC
PSYCHOTHERAPY · MEDIATION · COACHING



EMPLOYEE ASSISTANCE PROGRAMME



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Employee Assistance Programme

At Cork Counselling Clinic, we understand the critical role that welfare plays in the overall productivity and well-being of employees. Our Employee Assistance Program (EAP) supports a number of employers who actively support their employees welfare, while meeting their responsibilities under the Irish health, safety and welfare legislation.

The programme supports employees by addressing personal and work-related challenges through professional counselling services. This program aims to foster a healthy work environment and enhance employee performance by providing timely and effective psychological support.

Overview of Our EAP Services

Our EAP offers confidential, professional counselling to employees and their immediate family members, helping them to deal with a range of issues that might affect their work performance and personal well-being. These issues can also be non work related such as, stress, marital disputes, family problems, psychological disorders, and grief.

Accessibility and Confidentiality

For employers who offer our EAP services to their workforce we ensure that our counselling services are accessible to all employees through flexible scheduling and multiple counselling modalities, including face-to-face sessions, telephonic consultations, and online therapy options. Confidentiality is paramount in our approach, and we adhere to strict privacy policies to maintain the trust and safety of all participants. Employers are NOT given employee details when they engage the EAP services.

How It Works

Initial Contact:

Employees can access our services through a referral by their HR department or by directly contacting Cork Counselling Clinic. An initial consultation is arranged to assess the needs of the employee and determine the best course of action.

Call Us Today **089 600 9460 / 021 4397552**



Assessment and Referral:

During the initial consultation, our professional counsellors conduct a comprehensive assessment to understand the employee's issues and needs. Based on this assessment, a customized support plan is created, which usually include direct counselling sessions, or may be better served by our professional mediation service. We offer both options which is a win win for employers and employees and as one of the very few locations in Ireland were this service is offered.

Counselling Sessions:

We offer short-term counselling that focuses on solution-based interventions to resolve presenting issues. For ongoing support, we can coordinate long term care with the agreement of the employer. At all times the employee's information is completely confidential unless the employee seeks mediation for presenting workplace difficulties. We will offer mediation on behalf of the employer to the employee if this is a potential resolution of issues for the employee (pending the employer availing of our mediation services as part of the EAP agreement).

Feedback and Follow-up:

Regular feedback sessions are held to ensure that the objectives of the counselling are being met and to adjust the support plan as necessary. We also provide follow-up support to reinforce the coping strategies and skills learned during counselling.

Benefits to Employees and Employers

The benefits of implementing an EAP are numerous and impactful:

- For Employees: They receive immediate access to help in situations, which can mitigate the long-term consequences of stress and mental health issues. This support not only aids in their personal well-being but also enhances their engagement and productivity at work. The employee also can avail of quick and effective mediation services which has a very high success rate for work related issues.
- For Employers: An effective EAP decreases workplace conflicts, reduces absenteeism, lowers workplace accidents, and boosts overall employee morale. Additionally, it demonstrates the employer's commitment to the well-being of their staff, which can enhance company reputation and employee retention.



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Integrated Approach

At Cork Counselling Clinic our EAP services integrates seamlessly with other wellness programs within the company, providing a comprehensive approach to employee health. This integration enhances the effectiveness of our interventions and supports the overall strategic goals of the organization.

Mediation Services

As described, our comprehensive service offerings, we include mediation services to resolve workplace conflicts and counselling therapies to address overall well-being. These services greatly contribute to a well-rounded approach to managing workplace challenges.

Cork Counselling Clinic's Employee Assistance Program is more than just a support service; it is a strategic resource that helps businesses to flourish by ensuring the well-being of their employees. By addressing the psychological needs of the workforce, companies can create a more productive, harmonious, and supportive workplace environment.

Employers interested in integrating our EAP into their workforce are encouraged to contact us to discuss how we can tailor our services to meet their specific needs and enhance the health and productivity of their employees.

**You can contact us by phone 089 600 9460 / 021 439 7552 or
through our website www.corkcounsellingclinic.ie**

We will be happy to take your call and look forward to working
with you in creating a harmonious and strong relationship.

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Our approaches are based on humanistic principles aimed at personal understanding and self-directed change,
not professional diagnosis or treatment.