

# Employee Support Services (ESS) – Developing a Vision for Change



**Online Certified Learning Programme**  
**Thursday 23rd September 2021 (10am-4.30pm)**

6 hours Certified Training Course    High Value Blended Learning    Assignment Based

## About This Certified Course

A number of factors have combined in the EU member States of Ireland and the United Kingdom which will determine how employers will respond to workplace mental health. A framework agreement on work related stress was concluded by the EU in 2004 which applies to all 27 member states.

In Ireland two pieces of legislation the Health and Safety Act (SHWWA) 2005 and the Employment Equality Act (EEA) 1998-2015 sets out the obligations on employers to provide a duty of care and reasonable accommodation for employees with disabilities including mental health disorders.

Similar legislation in the United Kingdom includes the Health and Safety at Work Act 1974, under which employers are under a duty to manage the psychosocial risk in the workplace and a duty under the Equality Act 2010 to make reasonable adjustments for disabilities including mental health.

**Certified Training** Certificate of attendance presented by the EAP Institute will be sent by post. The full course notes and the PowerPoint will be sent by email.

### Continuing Professional Development Awards

Professional Development Hours (P.D.H.'s) will be awarded by the Employee Assistance Certification Commission (EACC) for attendance

### IOSH CPD Points

The Institution of Occupational Safety and Health (IOSH) members will be able to allocate CPD points to the course at the rate of 3 points per course day.

### Learning Objectives

At the end of this seminar, those attending will have knowledge of:

- Understanding the evolution of compliance based Employee Support Services (ESS) in the EU.
- How to conduct a behavioural risk assessment for all risks, including mental health and disabilities.
- How to provide reasonable accommodation for employees with disabilities.

## Presenters



**Maurice Quinlan**, Director of EAP Institute introduced the Occupational Alcoholism Programme (OAPs) concept to Europe and hosted the first seminar on this topic in the Clarence Hotel, Dublin, in September 1980. In 2018 he designed a new model of Employee Support Services (ESS) to manage workplace mental health risks.



Online Booking fee  
 €225  
 Full notes and Power-point  
 Presentation will be  
 emailed to each delegate  
 after the course



**Donald G. Jorgensen**, Ph.D., CEAP is the owner of Arizona-based Human Factor Consulting. With over 25 years as a business owner, consultant and trainer in the areas of leadership development, workplace addiction and employee assistance.



## Course Programme

<b>10.00 am</b>	<b>Introducing a new compliance based model of Employee Support Services in the 27 EU member states.</b> <i>Maurice Quinlan</i>
	<b>How did we get here? A brief history of EAPS in the US.</b> <i>Donald G. Jorgensen, Ph.D. CEAP Human Factor Consulting, LLC.</i>
<b>11.00 am</b>	<b>Evolution of Employee Assistance in Ireland and other EU member states. Irish Legislation: Mental Health and the Workplace. The Employment Equality Acts 1998 – 2015 and the Safety, Health and Welfare at Work Act 2005.</b> <i>Maurice Quinlan</i>
<b>11.30 pm</b>	<b>Comfort Break</b>
<b>1.00 pm</b>	<b>Lunch</b>
<b>1.30 pm</b>	<b>Mental Health Policy and Resources</b>
<b>2.30 pm</b>	<b>Reasonable Accommodation</b>
<b>3.30 pm</b>	<b>The potential impact on employee mental ill health in the aftermath of workplace traumatic incidents</b>
<b>4.30 pm</b>	<b>Summary &amp; Evaluations, Certificate of Attendance and Professional Development Hours</b>

**Book Online**  
**€225**

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