

## INTERVENTION STRATEGIES

**Hello again, Maxwell here. Hope you are all keeping safe and healthy! Here is my next idea for you to help your teachers cover the curriculum.**

### Idea 8: Employees Assistance Programme (EAP) for teachers.

- An employee assistance programme (EAP) is a confidential service that enables you to help your staff with personal or workplace issues that might be impacting their **performance, wellbeing, mental or physical health**.
- **Anxiety, stress and depression** are becoming exceedingly common problems for employees in today's working environment. This is exacerbated by the presence of the COVID-19 pandemic. I therefore encourage all leaders to conscientize their colleagues of this service.
- **Some of the services it provides**
  - i) Confidential emotional support and counselling
  - ii) Sessions of face-to-face or telephone counselling
  - iii) Specialist information on work-life balance
  - iv) Management consultation to support those responsible for managing others
- **Some of the benefits:**
  - i) Reduce levels of sickness absence and associated costs
  - ii) Improve employee engagement and morale
  - iii) Support reduction of stress levels
  - iv) Enhance effectiveness and performance
  - v) Provide a staff benefit enabling you to attract and retain the best staff for your school

It goes without saying that a happy, healthy workforce is the key to a successful and high performing organisation. When staff are distracted with stresses or concerns in their life, they are less productive, motivated and creative in their work life. Absenteeism may also increase. I believe the EAP has the capacity of maintaining or turning your school into a more efficient organisation and less vulnerable to employee absence.