

Table 5: EAP Policy Scores

	Included n = 80	(%)	Item Score (maximum 10)		
			mean	median	mode
1. <u>INTRODUCTORY STATEMENT OF PRINCIPLES</u>					
Union and Management Support/Endorsement	61 (76.2%)		6.8	7	8
Range of Problems Covered by EAP	78 (97.5%)		6.7	7	7
Job Protection	48 (60.0%)		6.3	7	7
Confidentiality of Program	73 (91.3%)		6.4	7	7
Anonymity of Program	22 (27.5%)		5.0	4	1
Benefit Provision	50 (62.5%)		6.0	6	6
2. <u>PROCEDURES:</u>					
Voluntary access to program	76 (95.0%)		5.8	6	6
Informal referrals to program	37 (46.3%)		6.5	6	7
Formal referrals to program	44 (56.4%)		6.5	7	8
Follow-up	35 (43.8%)		4.7	6	7
Monitoring	38 (47.5%)		5.4	6	7
Evaluation	45 (56.2%)		5.2	6	7
3. <u>PROGRAM DEVELOPMENT:</u>					
Training of Supervisors/Stewards	32 (40.0%)		4.9	5	1
Orientation of Workforce	40 (50.0%)		4.4	4	1
Publicizing Program to Workforce	44 (55.0%)		5.0	4	1
Publicizing Program to Families/Family Orientation	31 (38.8%)		5.0	4	2
Community Liaison (EAP groups, community services and related agencies)	31 (38.8%)		4.4	4	2

4. ROLES:

EAP committee	56 (70.0%)	6.7	7	9
Management	42 (52.5%)	6.2	6	6
Union	40 (50.0%)	6.9	8	10
Employees Group (non-unionized)	14 (18.2%)	6.7	7	10
Supervisors	41 (51.3%)	6.4	6	10
Stewards	18 (33.8%)	7.0	8	10
Employees	40 (50.0%)	6.2	6	9
EAP Coordinator	39 (48.8%)	7.1	8	8
Referral Agents/Union Counselors	26 (33.8%)	7.2	8	10
Human Resources(personnel/industrial relations)	23 (29.1%)	5.3	4	4
Medical Department (OHN/Occupational Physician)	20 (25.6%)	5.1	3	2

5. OVERALL DOCUMENT CRITIQUE

Clarity		5.0	2	1
Thoroughness		5.4	6	7

TOTAL:(maximum 300)