

TABLE 1. Organization Demographics (n = 154)

TABLE 1a. Location of Organizations

Location	Policy (n = 130)		No Policy (n = 24)		Total (n = 154)	
	Frequency	%	Frequency	%	Frequency	%
British Columbia	4	3.1	0	0	5	3.2
Alberta	10	7.7	4	16.7	14	9.1
Saskatchewan	8	6.2	1	4.2	9	5.8
Manitoba	9	6.9	2	8.3	11	7.1
Ontario	50	38.5	12	50	62	40.3
Quebec	3	2.3	0	0	3	1.9
New Brunswick	11	8.5	1	4.2	12	7.8
Nova Scotia	7	5.4	2	8.3	9	5.8
Prince Edward Island	1	0.8	0	0	1	0.7
Newfoundland	11	8.5	0	0	11	7.1
Yukon Territory	1	0.8	1	4.2	2	1.3
Northwest Territory	1	0.8	0	0	1	0.7
National	14	10.8	0	0	14	9.1

TABLE 1b. Workforce Sector

Sector	Policy (n = 130)		No Policy (n = 24)		Total (n = 154)	
	Frequency	%	Frequency	%	Frequency	%
Government	38	29.2	2	8.3	40	26.0
Manufacturing	20	15.4	4	16.7	24	15.6
Education	17	13.1	3	12.5	20	13.0
Health Care	16	12.3	4	16.7	20	13.0
Forestry	6	4.6	2	8.3	8	5.2
Energy and Utilities	6	4.6	0	0	7	4.5
Law	6	4.6	1	4.2	7	4.5
Transportation	4	3.1	1	4.2	5	3.2
Mining	3	2.3	1	4.2	4	2.6
Sales and Service	2	1.5	2	8.3	4	2.6
Social Services	2	1.5	2	8.3	4	2.6
Communication	3	2.3	0	0	3	1.9
Corrections	2	1.5	0	0	2	1.3
Finance	2	1.5	0	0	2	1.3
Construction	1	0.8	1	4.2	2	1.3
Food Services	1	0.8	1	4.2	2	1.3

TABLE 2. Program Initiator

Initiator	Policy (n = 130)		No Policy (n = 24)		Total (n = 154)	
	Frequency	%	Frequency	%	Frequency	%
Labour-Management	78	60.0	4	16.7	82	53.2
Management	34	26.2	14	58.3	48	31.2
Labour	9	6.9	1	4.2	10	6.5
Occupational Health	6	4.6	3	12.5	9	5.8
Individual	2	1.5	1	0.2	3	1.9
Not Reported	1	0.8	1	4.1	2	1.3

TABLE 3. Program Features

	Policy (n = 130)		No Policy (n = 24)		Total (n = 154)	
	Frequency	%	Frequency	%	Frequency	%
EAP Committee	92	70.8	6	25.0	98	63.6
Wellness Program	83	63.8	11	45.8	94	61.0
Disability Management Program	68	52.3	7	29.2	75	48.7
New Employee Orientation to EAP	104	80.0	12	50.0	116	75.3
Program Promotion Campaign	99	76.2	9	37.5	108	70.1
24/7 Coverage	90	69.2	19	79.2	109	70.8
Critical Incident Stress Response	106	81.5	19	79.2	125	81.2
Substance Abuse Policy	48	36.9	10	41.7	58	37.7
EAP Evaluation	45	34.6	5	20.8	50	32.5

TABLE 4. Service Capping (n = 146)

Number of Sessions Allowed	Policy (n = 127)		No Policy (n = 23)		Total (n = 146)	
	Frequency	%	Frequency	%	Frequency	%
No Limit	69	54.3	9	39.1	78	53.4
2	0	0	1	4.3	1	0.7
3	2	1.6	0	0.0	2	1.4
4	2	1.6	2	8.7	4	2.7
5	11	8.7	0	0.0	11	7.5
6	18	14.2	5	21.7	23	15.7
8	8	6.3	3	13.0	11	7.5
10	9	7.1	2	8.7	11	7.5
12	5	3.9	1	4.3	6	4.1
Financial Cap	3	2.4	0	0.0	3	2.1

TABLE 5. EAP Policy Scores

	Included (%)	Item Score (maximum 10)		
	n = 80	mean	median	mode
1. INTRODUCTORY STATEMENT OF PRINCIPLES:				
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. PROCEDURES:				
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. PROGRAM DEVELOPMENT:				
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 (Nonunionized)	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)				