

# 2016

## Employee Assistance Program

The Employee Assistance Program (EAP) is a benefit program intended to ensure a healthy work environment for all staff. Through a partnership between the Pasco County Schools and New Directions (our behavioral care provider), our employees will have access to enhanced services. These services include counseling and referral for personal or work-related issues, health coaching, legal and financial consultation, and a wealth of on-line resources.

### Why does the District School Board of Pasco County need an EAP?

- Benefits individuals needing help
- Improves the health and effectiveness of the organization
- Reduces rising medical insurance costs
- Reduces sick leave utilization
- Increases employee effectiveness and productivity

### Who can access services through EAP?

All School Board employees and retirees are eligible for EAP services. Employees may be full or part time, active or on leave. Services are also available for all insurable dependents of our employees.

### How many free counseling services are provided?

Up to five (5) counseling sessions are available per issue, at not cost, for each employee, retiree, and insurable dependent of an employee. If more specialized, intensive services are needed, the employee (or dependent, retiree) will be connected with the appropriate professional as available through the behavioral health insurance plan or other resources.

### Where are counseling services provided?

Counseling services are available in private offices in Land O'Lakes, Lutz, Dade City, New Port Richey, Port Richey, Hudson, Tampa, Tarpon Springs, Trinity, Wesley Chapel, and Zephyrhills. All locations are totally separate from any school or district campuses.

### When are services provided?

All of the EAP providers are individual professionals who schedule appointments according to their office hours. Most providers offer some appointments during the after school hours and/or on weekends.

### What credentials do the counselors have?

All counselors are licensed through the Florida Department of Health. Program counselors include licensed psychologists, marriage and family therapists, mental health counselors, or clinical social workers. Some of the providers are also substance abuse professionals or certified addictions professionals.

**New Directions at 800.624.5544**

### What additional services are available through the EAP?

- In addition to counseling services, the EAP offers Legal and Financial Consultation (face to face or telephonic)
- Health Coaching
  - Elder Care Consultation
  - Healthcare-related information, self-assessment, and educational guides
  - Access to telephonic or on-line information and resources for varied Work/Life issues.
  - Web-based family resource services
  - Online Health Risk Assessments
  - Interactive EAP website.

### What types of issues can be addressed by the counseling and referral services?

- Marital and relationship issues
- Family/Child adjustment issues
- Job-related stress
- Stress/Burnout
- Depression
- Anxiety/Panic Attacks
- Alcohol/Substance Abuse
- Eating Disorders
- Tobacco Addiction
- Legal Issues
- Financial consultation
- Elder Care Consultation\*

\*The Elder Care Consultant is an experienced geriatric specialist familiar with different elder care options. He also is well-versed in the programs and services provided by local agencies, community businesses and local specialized resources. The Elder Care Consultant is available to provide assistance in finding the right solution to individual caregiving situations.

If you feel that you or your family needs assistance with these or any other issues, please call for help:

New Directions at 800.624.5544

For further information or for direct referral to the District School Board's local counselor/ Clinical Coordinator, call:

(813) 794-2366 - Central Pasco

(352) 524-2366 - East Pasco

(727) 774-2366 - West Pasco