

STAFF	Employee Assistance Policy
Responsibility of	All Members of the Board and Staff
Objectives	The Employee Assistance Program (EAP) provides employees with access to confidential professional counselling to help and resolve problems influencing their well-being and effectiveness at work.
Procedures	<ol style="list-style-type: none"> 1. To access the Employee Assistance Policy, employees may contact an approved service provider listed in this policy. 2. Every effort should be made to arrange appointment times out of normal working hours. Employees attending counselling sessions during normal work time must use Annual leave. 3. Travelling to counselling sessions will be at the employee's expense where a vehicle does not form part of their salary package. 4. Employees are covered for up to three (3) one (1) hour sessions per financial year at the Board's expense. <p>EMERGENCY ASSISTANCE AND ONGOING SUPPORT</p> <p>Access Line (24/7) Phone: 1800 800 944 If you are or someone you know is feeling mentally distressed and need to contact someone urgently, please call our Access Line. Available 24 hrs a day/ 7 days a week.</p> <p>Beyondblue (24/7) Phone: 1300 224 636 Website: https://www.beyondblue.org.au Free and confidential service. Beyond Blue telephone counsellors are available 24 hrs a day/ 7 days a week. Beyond Blue work with individuals to create change to protect everyone's mental health and improve the lives of individuals, families and communities affected by anxiety, depression and suicide.</p> <p>Griffith Suicide Prevention and Support Group 24 hr telephone crisis line (24/7) Phone: 1300 133 911 Free and confidential service provided to those who are feeling lonely, depressed or just need someone to talk to.</p> <p>Kids Helpline (24/7) Phone: 1800 551 800 Website: https://kidshelpline.com.au Anytime, any reason. Kids Helpline is free, private and confidential 24/7 phone and online counselling service for young people aged 5 to 25 and support for families and carers.</p>

	<p>Lifeline (24/7) Phone: 131 114 Website: https://www.lifeline.org.au</p> <p>Lifeline is a national charity providing all Australians experiencing a personal crisis with access to 24 hour crisis support and suicide prevention services. Lifeline telephone counsellors are ready to talk and listen no matter how big or how small the problem might seem. They are trained to offer emotional support in times of crisis or when callers may be feeling down.</p> <p>Mensline (24/7) Phone: 1300 789 978 Website: https://mensline.org.au</p> <p>Mensline is a dedicated service for men with relationship and family concerns. When you feel like it's all getting too much, help is as close as the phone. All men, all relationships, Counselling, information and referral, Staffed by trained professionals, Confidential, Anonymous, Australia-wide, 24/7, cost of a local call (mobiles excluded).</p> <p>One Door Mental Health Phone: 02 6962 3099 Website: https://www.onedoor.org.au Address: Neighbourhood House, 80 Benerembah Street, Griffith</p> <p>One Door Carer Services provides information, education, advocacy, and support, through the Family and Carer Mental Health Program (FCMHP). One Door's Carer Advocates based in the Murrumbidgee area can provide individual support services as well as education and training for carers and families of someone living with mental illness.</p> <p>Parent Line NSW Phone: 1300 130 052 Website: http://www.parentline.org.au (9am to 9pm Monday – Friday, 4pm to 9pm Saturday and Sunday)</p> <p>Parent Line is a telephone counselling, information and referral service for parents of children aged 0 to 18 years who live in NSW, providing information and advice on children and parenting.</p> <p>RUOK Website: https://www.ruok.org.au</p> <p>RUOK is a not-for-profit organisation dedicated to encouraging all Australians to connect and to have regular, meaningful conversations with anyone struggling with life.</p> <p>SANE Help Centre Phone: 1800 187 263 Website: https://www.sane.org</p> <p>SANE Australia offer services to help support all Australians affected by complex mental health issues. Whatever your age, ethnicity, faith, disability, sexuality, or gender identity, we have something for you.</p> <p>Suicide Call Back Service (24/7) Phone: 1300 659 467 Website: https://www.suicidecallbackservice.org.au</p> <p>Suicide Call Back Service is a nationwide service that provides professional 24/7 telephone and online counselling to people who are affected by suicide.</p> <p>Young Carers Phone: 1800 242 636</p>
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	<p>Information for young carers and the people they are caring for. ONGOING SUPPORT FOR FARMERS NSW Farm Liaison Officer Phone: 0419 436 971 - Jennifer Jeffrey</p> <p>Connects farmers, businesses and communities with available assistance</p> <p>DOMESTIC VIOLENCE OR ABUSE Domestic Violence or Abuse (24/7) Phone: 1800 737 732 Website: https://www.1800respect.org.au 1800RESPECT is a confidential service available 24 hours a day, seven days a week. 1800RESPECT offer support for people experiencing, or at risk of experiencing, sexual assault, domestic or family violence, their friends and family and Workers and professionals supporting someone experiencing, or at risk of experiencing sexual assault, domestic or family violence</p> <p>DRUG AND ALCOHOL SUPPORT Alcoholics Anonymous (AA) Phone: 1300 222 222 Website: https://aa.org.au Griffith - Neil 0428 544 339 or Mark 0404 178 541 Address: Neighbourhood House, 80 Benerembah Street, Griffith A.A is a fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism. The only requirement for membership is a desire to stop drinking. There are no dues or fees for A.A. membership; we are self-supporting through our own contributions. A.A. meetings are held every Thursday at 8:00pm at Neighbourhood House, in 80 Benerembah Street.</p> <p>Counselling Online (24/7) Phone: 1800 888 236 Website: https://www.counsellingonline.org.au Counselling Online provides assistance to Australian residents concerned about alcohol & other drugs. Their primary service is online text-based counselling for people concerned about their own drinking or drug use. The service is equally available to people concerned about a family member, relative or friend.</p> <p>Quitline Phone: 137 848 Website: https://www.icanquit.com.au Quitline is a telephone information and advice or counselling service for people who want to quit smoking. You can phone the Quitline on 131 848 confidentially from anywhere in Australia for the cost of a local call only.</p> <p>GAMBLING SUPPORT Gambling Help (NSW) G-Line (24/7) Phone: 1800 858 858 Website: http://www.gamblinghelp.nsw.gov.au G-line (NSW) is a 24-hour, 7 days a week, statewide telephone helpline offering crisis counselling for problem gamblers, their families, friends and others.</p> <p>HOMELESSNESS AND EMERGENCY HOUSING Link2home Phone: 1800 152 152</p>
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	<p>Website: https://www.facs.nsw.gov.au/housing/help/ways/are-you-homeless Family and Community Services Phone: 1300 363 645 or 02 8270 9200 Website: https://www.facs.nsw.gov.au EMERGENCY GENERAL FINANCIAL ASSISTANCE Anglicare Phone: 1800 700 367 Website: https://www.anglicare.org.au Anglicare are a Christian not-for-profit supporting people at all stages of life. Department of Human Services Phone: 136 240 Website: https://www.servicesaustralia.gov.au Department of Human Services offer government payments and services. National Debt Helpline Phone: 1800 007 007 Website: https://ndh.org.au National Debt Helpline are a not-for-profit service that helps people in Australia tackle their debt problems. We're not a lender and we don't 'sell' anything or make money from you. Our professional financial counsellors offer a free, independent and confidential service. We're here to help you get back on track. Salvation Army's emergency financial relief assessment team Phone: 1300 371 288 Website: https://www.salvationarmy.org.au The Salvation Army Australia is an international Christian movement, united by faith and giving hope where it's needed most. Across Australia – in cities, country towns and rural communities – their work touches every demographic and age group. Their involved in national issues while also bringing hope to people who may be experiencing hardship or injustice. EMERGENCY GENERAL FINANCIAL ASSISTANCE (CONTINUED) St Vincent de Paul Phone: 131 812 Website: https://www.vinnies.org.au The St Vincent de Paul Society assists people experiencing poverty and inequality and works to shape a more just and compassionate society. Trade & Investment Resources & Energy Phone: 1300 736 122 Family energy rebates EMERGENCY FINANCIAL ASSISTANCE FOR FARMERS Farm Household Allowance Phone: 132 316 Farmer Assistance Hotline Rural Financial Counselling Phone: 1800 686 175 Drought Community Support (24/7) Phone: 02 8757 8088 Salvation Army assistance line St Vincent de Paul Assistance Line Phone: 131 812 GENERAL EAP PROVIDERS - GRIFFITH</p>
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	<p>Lorraine Sutton 0417 414 558 Website: https://www.griffithcounsellingandmediationservicesnsw.com.au Address: 43 Messner Street, Griffith Services: Counselling, Emotional Intelligence Training, Coaching, Anxiety, Depression, Separation/ Divorce, Grief and Loss, Trauma, Self Esteem/ Self Worth, Businesses and Career Paths. Wholistic Counselling Centre Morella van Hees Phone: 0410 029 160 Address: 11 Kookora Street, Griffith Services: Counselling and Psychotherapy, Conflict Resolution, Mediation (workplace issues, family and relationships).</p>
<p>Board Expectations</p>	<ul style="list-style-type: none"> • That employees access services as needed to ensure that their workplace functioning is not impacted. • Employees who, without good cause, fail to attend counselling sessions for which the Board is invoiced may be precluded from further access to counselling sessions at the Board's expense. • Assistance above and beyond the levels described in this policy may be considered in extenuating circumstances and will be reviewed by the Board on a case-by-case basis.
<p>Document Control</p>	<ul style="list-style-type: none"> • Document approved October 2021, Sept 2023 •