



February 2019 Spotlight on Employee Assistance

International EA Forum Set for China

The 4th International Forum on Employee Assistance and Workplace Wellness will be held in China on September 4 in the southern city of Guangzhou and another in the nation's capital, Beijing. Peizhong Li, an employee and family wellness consultant, is assuming the lead to work out the positioning and programming for the event, as well as upgrading the overall activity to make it more representative of the industry in China.

The forum will feature a global perspective on the issues of EAP and employee wellness in China. An advisory and guidance committee will consist of past leaders and experts who have spoken at the conference.

EAPA offers self printing membership card

In an effort to enhance convenience and preserve the environment, EAPA now enables new and renewing EAPA members to print their own membership cards. To do this, log into your account on the EAPA website <http://www.eapassn.org>, and find the "account activities" listed in a column to the right of the page. Click "Print My Member ID Card."

Workplace Options acquires Rehalto

Workplace Options, the leading provider of integrated global employee wellbeing solutions, announces today that it has acquired Rehalto, a European pioneer in the development of workplace wellbeing, from SCOR, the world's 5th largest reinsurance company.

The acquisition further strengthens Workplace Options position in both France and Belgium and will bring new benefits to the clients of both organizations. Rehalto, whose main office is in Paris, brings unique expertise in prevention of stress and psychosocial risks, victim assistance, consulting and unparalleled employee rehabilitation and reintegration results. Workplace Options' global reach, technology, including its mobile app and participant websites, its global network, and its integrated worldwide phone and case management systems provide enhanced solutions for multinational clients. Read more here: https://www.workplaceoptions.com/press_releases/workplace-options-acquisition-of-rehalto-will-bring-new-benefits-to-clients-of-both-organizations/.

Major changes to employee assistance and workplace mental health in Ireland and the United Kingdom

A number of factors have combined in the EU member States of Ireland and the United Kingdom which will determine how employers will respond to workplace mental health. A framework agreement on work related stress was concluded by the EU in 2014. In Ireland two pieces of legislation the Health and Safety Act (SHWWA) 2015, sets out the obligations on employers to provide a duty of care for employee health, and the Employment Equality Act (EEA) 1998-2015 where employers must provide reasonable accommodation for employees with disabilities including mental health disorders. Alcoholism is also recognized as a disability under the EEA requiring reasonable accommodation by employers.

Present legislation in the UK includes the Health and Safety at Work Act 1974, under which employers are under a duty to manage the psycho – social risk in the workplace and a duty under the Equality Act 2010 to make reasonable adjustments for disabilities including mental health. In May of 2017, the UK Prime Minister Theresa May said that she would extend the Equality Act to include depression, anxiety and bipolar disorder from discrimination at work.

IOSH have taken the lead and are declaring that workplace mental health is now a safety issue and that its members are well placed to respond. IOSH Magazine's March issue will focus on evaluating employee assistance programs and implementing structured wellbeing programs.

Hellas EAP is pleased to announce the appointment of Tatiana Tounta as its CEO

Tatiana started her career in 1993, working for high-growth companies in Greece where she held senior management positions in the areas of Human Resources Management, Customer Service and Sales. Featuring a great mix of people-oriented leadership, operational experience and passion for customer care, she is an accomplished and dynamic professional, with a proven track record of both professional and organizational achievements.

Tatiana is a graduate of the Department of Economics of the National and Kapodistrian University of Athens and holds a Master's degree in Business Communications and PR from the European University.

EA Professional Spotlight

Name and Position

Andrea Piraino Stidsen, LICSW, CEAP
Director, Partners EAP, Partners HealthCare, Boston, MA

What do you like best about working in employee assistance?

I love the variety, the ability to meet and work with all kinds of people from all walks of life and so many different cultures. I love working with individuals, groups, and organizations and I am thankful for the opportunity to be of service, to help people get what they need and find their strength.

I like being able to work for good on both the micro and macro level, collaborating with employers to improve the workplace environment. We spend so much of our time on the job, so how we feel affects our work and our work affects how we feel. EAP helps both. I am able to utilize so many parts of myself, and I am always learning.

What was your first job in employee assistance?

I worked for an external EAP – Leonard Morse Occupational Health Services – a local, New England-based firm. I was an account manager for several high-tech firms, a municipality, did on-site work for Analog Devices and Digital Equipment Corporation, saw clients, and performed CI response and training. Loved it.

What is the most challenging part of your job?

Staying on top of trends, looking ahead to see what employees and our organizations need for EAP and work/life services. Developing the systems and reports to demonstrate value-using data. Making sure our skilled staff is getting the opportunity to use their skills and talents, and keeping the team engaged and involved. (It is not difficult, but I see it as an important part of my job as Director.) I also need to manage my own stress so I can handle all of the varied responsibilities.

I was the founding director of the EAP at Massachusetts General Hospital and grew the EAP to serve all of Partners HealthCare—an affiliation of multiple hospitals, academic medical centers, residency training programs, health care centers, psychiatric hospital, rehabilitation hospitals and outpatient facilities, graduate degree-granting health institute, and medical research facilities. We currently have an internal staff of 22, serving many hospitals and healthcare providers, with over 78,000 employees.

What inspires you?

People. When I hear stories about people overcoming adversity, being resilient, I get inspired. When I hear about other people putting themselves out to offer a helping hand or to volunteer for a cause to try and make the world a better place in some way, I feel inspired. When I see and hear about the dedication and commitment of others and observe their determination to bounce back or create something new, I feel inspired. When I see the excitement on others' faces when they are talking about something they are working on or want to do, that's inspiring, too.

Andrea Stidsen recently retired from her position as Director of Partners EAP.