

grounds for declaring an employee non-rotational. In addition if an employee's off-the-job behaviour adversely reflects on the Canadian mission, or if that behaviour impairs the efficient working of the mission, then this behaviour is legitimately of interest to the mission. Furthermore, an employee whose drinking affects his judgement, discretion or reliability could well be the target for hostile security intelligence operations. These considerations dictate a wider scope for the supervisor's role abroad.

PROCEDURES ABROAD

1. Identification

Same as PROCEDURES IN CANADA (refer to page 5).

2. Referral

When it has become apparent that the employee is unable or unwilling to resolve the problem and the employee does not respond to normal supervision it is the supervisor's responsibility to refer him or her to the Head of Post or the officer delegated responsibility for the Employee Assistance Program.

3. Counselling

The officer should carefully explain the intent of the provisions and procedures to the employee. He or she should also ask the employee to acquaint himself with available literature on problem drinking.

4. Diagnosis

The employee will then be referred for a medical examination. This medical examination should be conducted by the HWC physician at posts where he is available on a regular basis or at other posts, a medical officer, competent in the diagnosis of alcoholism.

5. Treatment

Following the medical examination, and on advice from the examining physician an appropriate treatment program will be sought. Initially posts should liaise with APRW to ensure that it is effective and that GSMIP will cover the costs. Where facilities are not suitable due to language barriers or security implications the troubled employee should be repatriated for treatment. In these circumstances posts will liaise with APRO as they would for other maladies.