ALCOHOL RELATED CASES

5. Treatment

Based on the report provided by the supervisor, the interview with EAP staff and the results of the medical examination, the employee will be advised of the type of rehabilitative treatment that should be undertaken.

6. Review

EAP staff, in conjunction with the employee's supervisor, will prescribe a review process: the nature of this process will depend on the nature and length of treatment undertaken by the employee.

OVERSEAS

Referral, diagnosis and treatment may be a relatively straightforward matter in Ottawa but there are obviously real difficulties in handling problem cases abroad. Posts do not have the benefit of an Employee Assistance Team and community treatment resources available vary greatly. For these reasons the means by which the program will be conducted in Ottawa and abroad will differ substantially. Primarily, abroad, it will be necessary to separate non-alcohol and alcohol-related problems.

NON-ALCOHOL RELATED PROBLEMS

There is a wide range of human problems that develop in a rotational foreign service. It is recognized that the means of solving these problems cannot be directed from headquarters. Post administrators are encouraged to continue to use good judgement and intuition based on individual circumstances. Advice is available from Ottawa through the Personnel Bureau, including the Employee Assistance Program. In addition HWC doctors should be used where available along with community resources where suitable. Finally the FSD's provide the necessary authority for action in individual cases.

ALCOHOL RELATED PROBLEMS

Problem drinking is first noticed by the family, then among friends and finally on the job. Overseas the frequent interaction of family, social life and work provide earlier and more apparent evidence of problem drinking. It is not the policy of the Department to interfere in the social drinking habits of the average employee. At the same time the rotationality policy, agreed to by management and staff associations, provides for personal unsuitability as