

ALCOHOLICS ANONYMOUS

At this point a word needs to be said about Alcoholics Anonymous (AA). This organization has an outstanding program for recovery from problem drinking and can be strongly recommended to the problem drinker. In the National Capital Region there are over sixty AA groups including one in External Affairs. AA groups exist in over 92 countries with more than 1,100,000 members. Those responsible for the EAP should make contact with the local AA group as they are an invaluable source of information concerning the effectiveness of local physicians and facilities in the diagnosis and treatment of alcoholism.

TREATMENT

The purpose of treatment is to give the alcoholic insight into the effects that alcohol is having on his/her marriage, children, job and position in the community. Only when the patients begin to appreciate the pattern of the illness will they be motivated to modify their behaviour. Treatment usually takes place in the pleasant surroundings of special residential units and consists of group therapy, education lectures and individual counselling. The goal is re-integration into a sustaining community-support system. Persons having to undergo treatment are invariably enthusiastic about their experience.

SUPERVISOR REFERRAL

This part of the program is structured to provide confidential assistance to employees who are referred by their supervisor because of poor job performance.

The Supervisor

The employee's immediate supervisor is the key to the success of this element of the program. Next to the employee and his/her family it is the supervisor who has the most to gain. It is the supervisor who has to put up with the absenteeism, errors, personality problems, resultant deterioration of morale of co-workers and poor job performance of the troubled employee. The supervisor more than any other person can motivate an employee to seek help and resolve his problem. Troubled employees often ignore or rationalize the efforts of family and friends but cannot as easily ignore a persistent supervisor.

Recognizing the importance of the role of the supervisor, we are developing a plan for continuing education and training. It is departmental policy to ensure that supervisors are aware of the concepts and methods of early health problem recognition through the identification of poor job per-