

ARE YOU NEEDING SUPPORT? MATES In Construction Helpline is available 24/7 on 1300 642 111.

Watson Fitzgerald & Associates Pty Ltd is committed to the emotional and mental health and stability of its employees. We would like to extend a hand of alliance, sympathy, and support whenever our staff face adversity, whether it is minor anxiety or a serious crisis.

Policy Objectives The Employee Assistance Program (EAP) is implemented to assist all of our employees in overcoming any work-related and personal challenges that they may face, and outlines the company procedures for supporting our employees when they encounter hardships. Examples of such times include:

- Bereavement
- Poor relationships with colleagues
- Personal depression/anxiety
- Addiction
- Domestic violence
- Financial difficulties
- Familial struggles

EAP Services Watson Fitzgerald and Associates encourage our employees to speak to a management representative at any time if they are finding themselves to require extra support. Our management team is trained in conflict resolution and crisis recognition, and can assist our employees to seek the help that they may need.

Communication from employees will be treated with strict confidentiality within the business, and will only be disclosed to appropriate authorities if there is concerns for the employee and/or others welfare.

Managers' Brief Our managers are aware of their responsibility to their staff, and are open to discussions with employees regarding the EAP. They are also required to be watchful for employees that may be experiencing hardships and refer them to possible avenues they might choose to follow to receive professional assistance.

For support outside of working hours, employees are encouraged to contact a number of organisations for help:

Organisation	Contact	Website
MATES in Construction	1300 642 111	www.mates.org.au
Beyond Blue	1300 224 636	www.beyondblue.org.au
Lifeline	13 11 14	www.lifeline.org.au
Sane Australia	1800 187 263	www.sane.org

Management Representative

16/7/2021

Date