



LOCAL NEGOTIATING COMMITTEE: 9 FEBRUARY 2003

## **PROVISION OF COUNSELLING SERVICES**

### **INTRODUCTION**

- 2.1 Counselling is available to all staff through a self-referral to the Occupational Health Service. Any such referral is completely confidential and if counselling is seen as appropriate the Occupational Health Adviser will source the appropriate counselling provider. There are also situations where an employee will be required to undertake compulsory counselling, namely for drug or alcohol related problems.

### **WHAT IS COUNSELLING**

- 3.1 Counselling is basically helping people to help themselves. It is person-centred and helps individuals come to terms with their own feelings, to understand their own motives, values and aspirations more clearly, to see what options are open, to choose between them and to use their resources to make changes and take effective action. Traditionally counselling has been reserved for dire situations but the process can also deal with stress at an early stage, whatever the cause of the stress.

### **CURRENT SITUATION**

- 4.1 In previous papers to the JCC counselling support was looked at entirely in the context of providing support for the locally negotiated agreements. Although it is still the case that counselling is available under such agreements, for example disciplinary, grievance or sickness absence, employees can now request voluntary counselling through the Occupational Health Service.
- 4.2 When the Occupational Health Adviser receives a request for Counselling she will initially offer informal counselling. If it is felt there is a need for more formal counselling she will inform the employee of the options available, these could include a referral to one of the following:
- Counselling and Family Mediation (Counsellors are available throughout the Western Isles)
  - The Lifestyle Centre
  - Their own GP
  - The Comhairle's independent Medical Adviser
- 4.3 Some of these counselling services are provided free of charge but any costs incurred are met from the Occupational Health budget.

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