

## **TEAM ASSISTANCE PROGRAM**

### ***What is the Team Assistance Program?***

The TAP is a voluntary and confidential service offered and promoted by the College of Dental Surgeons of Saskatchewan. Counseling service is provided by PAR Consultants of Canada Limited, a professional group of counselors and consultants.

### ***Why is the program important?***

All of us suffer from physical illness or disability occasionally. Likewise, we will all experience personal difficulties at some time in our lives. Usually, we can work things out by ourselves. But sometimes that is not the case – neither individual nor family efforts can solve the problem and it persists.

When these problems become too much to handle, they hurt our happiness, our family, our professional performance, even our health. The TAP is designed to help people deal with these difficulties before they seriously harm our health, family life or job effectiveness.

You call on other professionals when you are worried about money or health. TAP is a program that helps with some of life's other difficulties.

### ***What types of assistance?***

Counseling is provided for a number of problem areas, including:

- burnout and stress
- family violence
- separation, loss and grief
- crisis trauma
- conflict and anger
- drugs and alcohol
- sexual harassment and abuse
- marital and family stress
- depression and anxiety

You do not need to wait until your worries become a crisis. Whether you view your concern as small or large, it is worth exploring and discussing.

### ***Confidential and Voluntary:***

Your private life is your own business we have no desire or right to interfere. That is why the TAP uses an outside private agency to ensure complete confidentiality. It is strictly between you and your counselor.

You control who knows about your participation. Nothing ever goes into your employment record. TAP utilizes the trained professionals at PAR who operate completely independently from the provincial licensing body. In this way your right to privacy is safeguarded. Similarly, the decision to use the program is yours alone to make. Your participation in TAP is completely voluntary.

***Who can use TAP?***

TAP is available to all members of the dental team including:

- Dentists and immediate family members
- Hygienists
- Therapists
- Assistants
- Receptionists

***Costs:***

The costs for the first hour of program use will be borne by the College of Dental Surgeons of Saskatchewan. This means that eligible persons can contact a PAR counselor and have a discussion or assessment session at no cost or obligation to be involved further.

***Professional & Job Security:***

Because PAR Consultants operate independently from the College of Dental Surgeons of Saskatchewan and from employers, professional standing or job security will not be jeopardized.

It is important to recognize the primary objective of the TAP is to help people resolve personal problems that may lead to professional problems if left untreated.

***Program Coordinator:***

The College Registrar is the program coordinator. It is their function to monitor the program, provide information, receive suggestions to improve it and generally guide its introduction and operation. The Registrar will not have any knowledge of who is using the program unless informed by that person.

***Early Action is Important:***

We encourage people to seek help through the TAP as early as possible, because we are sincerely interested in their wellness. Also, it is generally agreed that most problems can be more successfully resolved if identified and treated in the early stages.

***All It Takes Is A Phone Call:***

TAP chose PAR Consultants of Canada Limited because of its years of experience in Employee Assistance Programs.

The Saskatoon PAR office is located at 603-3rd Avenue North, for information or an appointment call directly 978-8282 or toll free 1-877-978-8282.

The Regina PAR office is located at 2353 Smith Street, for information or an appointment call directly 352-0680 or toll free 1-877-352-0680.

COLLECT LONG DISTANCE CALLS ARE WELCOME.

There is coverage 24 hours a day and access to counselors throughout the province when needed.

Simply call the PAR office and tell them you want to discuss the program. PAR Consultants are trained to put you at ease, and help you take the next step. If you want information only, the process stops there. There is no pressure and no compulsion to go further. The consultant has no authority over a client and can only make suggestions or recommendations. It is totally up to you.