

VIOLENCE RISK ASSESSMENT

EAP Plus

WHAT IS EAP PLUS?

Converge International provides your staff with access to our EAP services via our 1300 687 327 phone line. We call this 'self-referred' because your employee makes the call themselves to access the service.

Sometimes an employee may need further assessment or support beyond that provided under your EAP. This is where the EAP Plus service may offer an ideal solution.

You may elect to refer staff to Converge International for a range of manager-referred wellbeing assessment and support services.

In this flyer, we will introduce the EAP Plus Violence Risk Assessment.

WHAT IS THE EAP PLUS VIOLENCE RISK ASSESSMENT?

There are many influences or triggers that can result in an employee engaging in violent acts at work. Once a staff member has acted violently, or threatened to act violently, employers will want to understand the reasons for this behaviour and the risks around the employee acting in this way again. Employers will also want to identify steps that can be taken to prevent future violence in the workplace.

A Violence Risk Assessment is undertaken by a Converge International consultant and incorporates a psychometric evaluation and an interview with the staff member.

During the interview, the consultant will evaluate the employee across specific attitudes which contribute to their violent behaviour.

The Converge International consultant will produce a detailed report covering areas of concern and steps which may minimise the likelihood of the employee engaging in violent behaviour in the future.

The report also includes a rating of the risk around the employee reoffending; this information is intended to provide guidance around managing the relationship with the employee into the future.

HOW DOES A VIOLENCE RISK ASSESSMENT SUPPORT YOUR STAFF?

This assessment provides valuable, independent information to the organisation as to whether or not the employee is likely to engage in violent behaviour again. The assessment highlights steps that can be taken to mitigate against violent behaviour by the employee in the future, assisting them through a behaviour change process. As the review is carried out by an independent consultant, staff are likely to view the assessment as being a fair approach to investigating violence in the workplace.

HOW CAN YOUR STAFF ACCESS THIS SERVICE?

As this is an 'EAP Plus' service, all staff undergoing a Violence Risk Assessment will be referred by their employer. The service is voluntary and requires the staff member's consent at the time of the referral. An online referral form can be accessed here:

www.convergeinternational.com.au/EAPPlus

LEARN MORE ABOUT CONVERGE INTERNATIONAL'S EAP PLUS SERVICES

You can find out more about EAP Plus services by speaking with your Converge International Client Relationship Manager.



MORE
INFORMATION

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