

# Heales Medical

## EMDR



## EMDR

### Frequently Asked Questions

[www.heales.com](http://www.heales.com)

## What is EMDR?

EMDR stands for Eye Movement Desensitisation Reprocessing and is a form of psychotherapy that aims to help people overcome traumatic memories and experiences that are affecting their mental health and wellbeing. It has been recommended as a treatment for Post-traumatic Stress Disorder by the National Institute of Health and Care Excellence (NICE), the World Health Organisation (WHO) and the American Psychiatric Association, as well as Government Defence and Veterans departments.

## What is Advanced EMDR?

At Heales Wellness we provide an expedited technique (Advanced EMDR) that can be provided via video or face-to-face and that reduces the number of sessions required, whilst delivering improved outlooks. Our advanced EMDR is over 94% effective and removes the need to re-live traumas.

## What is the difference between EMDR and Advanced EMDR?

The outcome is the same, however, standard EMDR requires the participant to verbally disclose and talk about the trigger memories or trauma and can take up to 12 to 18 sessions because of how this may slow down the treatment process. Advanced EMDR does not require disclosure of any trauma and is therefore more confidential and more likely to be taken up by employees. In addition, it only requires on average 4 sessions, so is more cost effective and will help employees stay in work or get back to work far quicker.

## Do you offer a Crisis Service?

No. This is not a crisis or out of hours service. If an employee is feeling suicidal, they should refer immediately to A&E or access 999 emergency services. Where an individual is unable to do so or cannot decide on the correct pathway or what to do, they should seek assistance from a responsible person immediately.

Crisis services are typically provided by EAP providers – we partner with two such organisations and can offer EAP services to clients via this arrangement.

## Is it safe to undergo EMDR - especially if an employee is having suicidal thoughts?

Experiencing suicidal thoughts or ideation is different from being suicidal or contemplating suicide, these thoughts are short-lived and with no plans of actually acting on the momentary thought. It is very common to experience ideations of suicide in heightened states of anxiety and, in most cases, EMDR can alleviate such thoughts and concerns within the first session. Priority will be given to any employee experiencing suicidal ideation when identified during the triage process. If you are concerned that an employee may be contemplating suicide or has discussed plans of how they might commit suicide, dial 999 if you believe them to be at immediate risk or, if it is urgent but not an emergency, call 111 or contact their GP or local Mental Health Crisis service.

[Click here](#) to access the NHS website for further advice.

It is safe to undergo advanced EMDR with our skilled therapists where a participant is not in crisis.

## Is EMDR suitable for Trauma and PTSD?

Yes. EMDR is the recommended treatment by NICE for trauma, PTSD and anxiety-related disorders for the full and permanent amelioration of symptoms.

## **Is EMDR suitable for just workplace stress?**

Yes, EMDR treats all anxiety. Anxiety starts with a presentation of stress, which will develop into anxiety if left untreated. Anxiety is the body's natural reaction to fear. Thus, if an employee is suffering from workplace stress because of concerns, worries or fears outside or inside the workplace, which is having a negative impact on their performance, then EMDR can help alleviate these stresses before the onset of anxiety, thereby increasing productivity positively and swiftly.

## **Is EMDR suitable for treating depression and not just anxiety or trauma?**

EMDR is a treatment for trauma, PTSD and anxiety-related disorders and is not recommended for the treatment of depression alone. However, depression can be caused solely by anxiety and, in cases where it is a presentation and symptom of anxiety then, by treating the anxiety with EMDR we often see the depression resolve and lift on its own. We assess the levels of depression and anxiety through the completion of the employee questionnaire (GAD-7 & PHQ-9). Where we detect higher levels of depression than anxiety, a suitable treatment pathway will be discussed with the employee during triage, which may include EMDR or other recommended therapies for depression, where clinically appropriate.

## **Will you only recommend EMDR for workplace stress?**

No. Any treatment or therapy pathway will be guided by clinical assessment as to the best method to help referred employees and several therapeutic interventions may be recommended, including counselling, person-centred therapies, psychotherapy, CBT and EMDR where deemed clinically appropriate. EMDR is one of many methods we offer in the treatment of workplace stress.

## **Is EMDR an up-sell of services on top of existing therapies being undertaken?**

We do not up-sell any services. Only one pathway will be recommended at a time and only the most clinically appropriate pathway will be recommended. Where an employee is unable to engage in a particular therapeutic pathway, this would be deemed as a failed discharge and a subsequent referral to an alternative pathway may be made if deemed clinically appropriate. Employees will have a choice of which therapy or treatment they wish to undertake. However, it is possible that in some cases an employee may switch therapeutic approaches if measured outcomes are not being validated. This is a change of pathway not an add-on or up-sell.

## **Will an employee have to take time off work to undergo EMDR?**

No. If an employee is already at work, the aim is to keep them at work and EMDR can be undertaken effectively without impacting working operations. In many cases, after just one session, employees may see an immediate partial resolution which impacts positively on their working life, even before treatment has been completed.

If the employee is off sick with stress and anxiety, undergoing EMDR will accelerate the return to work. Sessions can usually be completed within one to two weeks.

## **Advanced EMDR sounds more costly. Is this true?**

Advanced EMDR is highly cost efficient, with an average of up to four sessions required. This is 50% fewer sessions than is often required for traditional EMDR or other talking therapies and negates employees being off work where possible, so will often be less costly than alternatives.

## **Are there any side effects of EMDR that might impact work capability?**

There are no known side effects of EMDR and undergoing the treatment will not cause any impact on work. Immediately after the treatment, it is common for participants to be tired and EMDR can take up to 48 hours to reach maximum effect. An employee may benefit from light duties during the treatment period.

## **The employee is unable to identify the triggers or traumas but suffers from acute stress or anxiety - can they still undergo EMDR?**

Yes. It is very common for participants not to understand what is causing the trauma or triggering the anxiety. Our skilled, experienced therapists will help employees understand causation and assist in the formulation of a treatment plan to identify the target memories required for successful EMDR treatment.

## **Who will be providing the EMDR treatment?**

Adrian Radford-Shute, our Lead EMDR Therapist, will facilitate treatment, supported by our team of trained, qualified and experienced EMDR therapists. Triage will be provided by our OH/ Psychological team. Before commencing treatment, Adrian will make direct contact with the employee to ensure EMDR would be appropriate and that the employee is comfortable to proceed with the therapist they have been assigned. If any changes are requested, these can be discussed and agreed if appropriate.

## Is EMDR as effective online as as it is in face-to-face clinic sessions?

Yes. EMDR is just as effective, if not more so, online than in face-to-face sessions. Our Lead EMDR Therapist, Adrian Radford-Shute, was the first therapist to pioneer web-based EMDR four years before the COVID-19 pandemic and has treated clients nationally and internationally with the same efficacy. EMDR is a non-physical treatment, as long as the therapist and participant can see each other, there is no decline in the quality of the service or treatment outcome.

As employees are not required to travel to face-to-face clinics, which often increases anxiety and involves taking time out of work, the introduction of online treatment is a significant advancement in the provision of EMDR, where treatment can be undertaken in the safety and comfort of an employee's home or other suitable environment.

## What if an employee needs more than 4 sessions?

Where there is a clinically assessed requirement to undergo additional sessions of EMDR, this will be advised in a report to the employer who may give consent (or not) for further sessions.



## **Heales Medical Occupational Health**

a Heales Innovation company



**Heales Medical**  
29 Bridge Street  
Hitchin  
Hertfordshire  
SG5 2DF

03333 449 089  
[info@heales.com](mailto:info@heales.com)  
[www.heales.com](http://www.heales.com)