

UNIVERSITY OF FORT HARE

**INTRODUCTION TO EMPLOYEE
ASSISTANCE PROGRAMMES
SWK408E**

DEGREE EXAMINATIONS

JUNE/JULY 2023

Time: 3 Hours
Subject: SWK408E
Marks: 100

This paper consists of 3 pages including the cover page

Internal Examiners

Prof. U. Schiller
Dr. V. Lupuwana
Mrs. N. Mavubengwana

External Examiners

Prof. J. Rautenbach

INSTRUCTIONS

- 1. QUESTION ONE IS COMPULSORY**
- 2. SELECT ANY OTHER QUESTION TO ANSWER**
- 3. IT IS IN YOUR BEST INTEREST TO WRITE CLEARLY AND LEGIBLY.**

COMPULSORY QUESTION

QUESTION 1:

Miss Z is employed permanently by Mercedes Benz Company as a Director for Human Resources. For the past 10 years, she has been doing very well in her work. She has a child from her 5-year steady relationship. Miss Z has recently discovered that her partner is having an affair with a student. Miss Z's partner is a lecturer at the University of 7777. Due to their quarrel, the partner has now moved out of Miss Z 's house and is looking for a flat to rent. Miss Z is now displacing her anger on their child as she is now neglecting her. She is always angry and very harsh towards her colleagues as well as her child. She is always feeling drowsy, late for work, and sometimes fails to meet her deadlines. She has also attempted suicide. She has recently lost a close friend, her pillar of support, and is feeling all lost. The supervisor has referred the case to you for attention. This is for the second time that you are meeting the employee (Miss Z). Apply your intervention strategies as an EAP social worker.

(50 marks)

Answer any one of the following questions:

QUESTION 2:

EAPs deliver comprehensive quality services to organisational management, supervisory structures, workers' organisations, and employees and their family members (EAPA-SA, 2015). As an EAP practitioner adherence to professional

standards and guidelines is crucial and deviance from the set rules comes with consequences.

Critically discuss the importance of the EAP Core Technologies' role in ensuring that employees receive relevant and quality services.

(50 marks)

QUESTION 3

As an occupational social worker, knowledge of the different legislations that regulate workplace practices is key.

(a). Outline 5 of the labour-related Acts that as an occupational social worker you should be aware of.

(25 marks)

(b). Briefly explain the applicability of each of these Acts in the occupational social work setting.

(10 marks)

(c). State the importance of social work ethics and values in enforcing compliance with these legislations.

(15 marks)

END

Total: 100