

UNIVERSITY OF FORT HARE

SWK 408

DEGREE EXAMINATIONS

NOVEMBER

2018

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Time: 3 HOURS

Subject EMPLOYEE ASSISTANCE PROGRAMME

Marks: 100

This paper consists of 2 pages including the cover page

Internal Examiners

External Examiners

DR LUPUWANA V.P.P.

DR PILLAY

INSTRUCTIONS

Answer 4 questions. Section A is compulsory. Answer any 2 questions from Section B .

SWK 408 – EXAMINATION PAPER

DURATION 3 HOURS

INSTRUCTIONS: ANSWER ALL QUESTIONS IN **SECTION A** AND ANY **TWO** QUESTIONS FROM
SECTION B MARKS: 100

SECTION A: COMPULSORY

Mr Z is employed permanently by University of Fort Hare as a lecturer. He lost his mom whom he was close to him during June 2018 due to cancer. Mr Z is married with two children. He has discovered that his wife is involved in extra marital affair with her manager at work. The wife is now filing for divorce. Mr Z is always under the influence of alcohol and is not even attending his classes. He is always at work but is not meeting the due dates. His HOD has referred the case to you for your attention. Apply 5 intervention strategies that you can employ to this case. (25)

QUESTION 2

In South Africa , whether you are employed in a private or public sector , one needs to be employed based on Acts . Critically discuss the acts involved when employing a Social Worker and pay more attention to the following 5 Acts :

South Africa Constitution , Basic Conditions of Employment Act, Skills Development Act ,
Employment Equity Act as well as Compensation for Occupational injuries and disease. (25)

SECTION B – ANSWER ANY TWO QUESTIONS

1. DPSA (2008: 8)has four pillars in which employee health and wellness are to be promoted.
Critically discuss the 4 pillars of an EAP (25)

OR

2. **Employees who experience** problems at work might have influence on the organisation. Critically discuss the effects/ influences caused by problems at work.
(25)

OR

3 .Critically discuss any 8 elements of EAP
(25)

OR

4. The introduction of an Employee Assistance Programme service in an organisation has a positive effect on Employees and employer does have an impact to both the employee as well as the employer. Critically discuss 5 (FIVE) strengths of the programme
(25)