

UNIVERSITY OF FORT HARE

**EMPLOYEE ASSISTANCE  
PROGRAMME**

**SWK 408**

**ESSAY**

**JUNE ( MAIN EXAMS )**

**2023**

---

**Time: 3 Hours**

**Subject: SWK 408**

**Marks: 100**

**This paper consists of 2 pages including the cover page**

**Internal Examiner**

**Dr. V.P.P.LUPUWANA**

**External Examiners**

**Dr J PILLAY**

**INSTRUCTIONS**

**ANSWER ALL QUESTIONS**

SWK 408 – EXAMINATION PAPER MAY 2023

DURATION 3 HOURS

INSTRUCTIONS: ANSWER ALL QUESTIONS

MARKS: 100

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 is having 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. 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. (40)

#### 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 Acts:

South Africa Constitution, Basic Conditions of Employment Act, Skills Development Act, Employment Equity Act as well as Compensation for Occupational injuries and disease. (20)

#### QUESTION 3

EAP practitioners are guided by Standards, ethics, code of conduct when rendering services to their clients Critically discuss any 5 standards that you are familiar with. (20)

#### QUESTION 4

Problems at work might have influence on the organisation. Critically discuss the effects/ influences caused by problems at work. (20)