



Topic 9 – Class Activity	
Student Name & Nr:	20

A supervisor calls the EAP after a supervisory orientation. The supervisor reports she is having a problem with one of her employees. She says that the employee is good at his job and probably knows more about it than anyone else in the department; the problem is with the employee's attendance. According to the supervisor, the employee has always used a lot of leave, but it has become excessive in the past six months.

The employee currently has no accrued sick leave, has forgotten to call twice in the last month to let her know that he is not coming to work, and has been late or left early on most days in the past two months when he has come to work. The supervisor states that she spoke with the employee about her attendance concerns, but the employee's behavior has not changed since that conversation took place. She says that she has no other areas of concern related to the performance or conduct of this employee.

During an initial meeting with the EAP consultant, the employee explained that his wife, also working at the same company but in a different department, has become alcohol dependent. The employee is now often required to take care of his wife when still intoxicated.

1. Explain your understanding of an Employee Assistance Program (3)
2. Would you recommend an in-house or outsourced EAP for this specific case? Motivate your reasoning. (3)
3. Practically apply how the EAP consultant should apply the seven principles for a successful Employee Assistance Program based on the scenario above. (14)