

6. Review

After a period of six months employees who have taken treatment at the post will have their performance reviewed. Employees who respond to a treatment and demonstrate a subsequent improvement in performance will be assured that the problem will not affect their career prospects.

Employees who do not respond and whose performance does not improve will, through HOP consultation with Personnel Operations Division, be subject to repatriation. They will then be referred to EAP staff in Ottawa for referral to appropriate community resources.

GENERAL

Employees who follow a rehabilitation program are entitled to receive similar benefits and considerations as for other illnesses, and sick leave will be approved.

Employees who cooperate in the counselling, referral and rehabilitative aspects of the Employee Assistance Program and whose performance returns to a satisfactory status do so without prejudice to job security and promotional opportunities.

However, in accordance with Treasury Board instructions, employees who fail to cooperate with arrangements for referral or a prescribed rehabilitation program, or fail to show a satisfactory degree of improvement in faulty work performance will be subject to normal disciplinary measures which may lead to loss of job.

EVALUATION – DATA REQUIRED

Treasury Board requires that data be supplied in order that our program can be effectively evaluated. APR will request posts to supply data related to voluntary and mandatory referrals. In this respect employees should be aware that Headquarters is not interested in the identification of personnel.